DOCUMENT RESUME

ED 324 762 EA 022 284

AUTHOR	Nelson, F. Howard
TITLE	AFT Local Union Teacher Salary Survey, 1990. Research Report.
INSTITUTION	American Federation of Teachers, Washington, D.C.
PUB DATE	Apr 90
NOTE	80p.; Table II contains blurred print. For a related document, see EA 022 285.
AVAILABLE FROM	Publications, American Federation of Teachers, 555 New Jersey Avenue, N.W., Washington, DC 20001 ($10.00 prepaid).
PUB TYPE	Statistical Data (110) -- Reports - Research/Technical (143)
EDRS PRICE	MF01/PC04 Plus Postage.
DESCRIPTORS	Class Size; *Collective Bargaining; *Contract Salaries; Elementary Secondary Education; Expenditure per Student; National Surveys; Public Schools; School Districts; *School District Spending; *Teacher Salaries; *Teacher Student Ratio; *Unions; Urban Areas
IDENTIFIERS	*American Federation of Teachers; Large School Districts

ABSTRACT

This reference document supports the leadership of locals and state federations in collective bargaining, in designing salary comparisons, and in developing policy. Data are drawn from several sources to more fully describe the American Federation of Teachers' (AFT) largest locals and to describe the nation's largest school districts. Section 1 describes 1988-89 salaries in the school districts serving the nation's 100 largest cities with tabular analyses of rankings, regional listings, comparisons to state averages, adjustments for interarea cost-of-living differences, and comparisons to the average annual earnings of all workers in the metro area. Section 2 focuses on 1988-89 financial information in 50 of the nation's largest school districts, including expenditures per pupil, percent of funding from local sources, and general fund balances. Section 3 provides a summary of the salary schedule and some demographic data for a majority of the AFT's large locals for the 1989-90 school year. Section 4 briefly describes more than 200 contract settlements or wage agreement, each involving at least 1,000 workers, and concludes with salary information from locals that have already negotiated salary schedules for fall 1990 and later years. Twelve figures and 21 tables supplement the text, and 3 appendixes supply population and enrollment figures and a list of data sources grouped by table. (MLF)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED324762

RESEARCH REPORT

AFT LOCAL UNION TEACHER SALARY SURVEY 1990

PRODUCED BY
THE RESEARCH DEPARTMENT OF
THE AMERICAN FEDERATION OF TEACHERS

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☑ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
F. Howard Nelson

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

EA 022 284

RESEARCH REPORT

AFT LOCAL UNION TEACHER SALARY SURVEY 1990

F. HOWARD NELSON

AMERICAN FEDERATION OF TEACHERS, AFL-CIO
555 NEW JERSEY AVENUE, N.W.
WASHINGTON, D.C. 20001

ALBERT SHANKER, President

ROBERT G. PORTER, Secretary-Treasurer

This survey has been prepared by
the Research Department of the
American Federation of Teachers, AFL-CIO

Jewell C. Gould, Director
F. Howard Nelson, Associate Director
Yvonne Bristol, Research Staff
Helen Nemorin, Research Staff

APRIL, 1990

AFT LOCAL UNION TEACHER SALARY SURVEY 1989

Foreword

This reference document supports the leadership of locals and state federations in collective bargaining, in designing salary comparisons, and in developing policy. Local and state federation leaders are encouraged to utilize the data in the most appropriate way as determined locally. Generally, the data refer only to salaries and not benefits. Except when specifically noted, the data exclude such salary-equivalent benefits as the employer's payment of a portion of employee contributions to social security or retirement plans. Most of the data in this report are available as Lotus 1-2-3 files for microcomputer customization at the local level.

Data are drawn from several sources to more fully describe the AFT's largest locals and to describe the nation's largest school districts. Locals and state federations may wish to consult Survey & Analysis of Salary Trends 1989, which reports the results of the American Federation of Teachers' annual survey of state departments of education, for a comparison of teachers' salaries among states and for national trends in teachers' salaries over the past 30 years.

Section I of this report describes 1988-89 salaries in the school districts serving the nation's 100 largest cities. This information comes primarily from salary schedules collected by the federal government as part of the process of establishing pay levels for U.S. teachers teaching abroad at defense installations. Most attention is given to the starting salary for a teacher with a BA degree and the maximum salary (without longevity increments) for a teacher with an MA degree. The average salary schedule in this data set not counting longevity reaches the maximum on the 15th step. Since the average teacher in the U.S. has a Masters degree and 16 years of experience, the MA-Maximum salary is an approximation of the average teacher salary. The tabular analyses include rankings, regional listings, comparisons to state averages, adjustments for interarea cost-of-living differences, and comparisons to the average annual earnings of all workers in the metro area. Equivalent unedited data for 1989-90 salaries will be available from the AFT Research Department in May 1990.

Section II focuses on 1988-89 financial information in 50 of the nation's largest school districts including expenditures per pupil, percent of funding from local sources, and general fund balances. The underlying data for these tabulations come from an independent survey by the national business newspaper, City & State (August 1989). The results of projected data from the 1987-88 survey are compared to the actual figures obtained in the 1988-89 survey.

Section III provides a summary of the salary schedule and some demographic data for a majority of the AFT's large locals for 1989-90--the current school year. The AFT's 100 largest locals serving elementary and secondary teachers were asked to provide salary and staffing information. About 75 responded to the survey and information from a variety of sources provided detailed information on several others. Section III contains the results of this survey including an abbreviated salary matrix for each local.

Section IV of this report briefly describes more than 200 contract settlements or wage agreements, each involving at least 1,000 workers, reported to the U.S. Department of Labor and published in Current Wage Developments between August 1988 and December 1989. Since many settlements involve two or three year contracts, wage increase estimates for 1989-90 and 1990-91 are included. Section IV concludes with salary information from locals that have already negotiated salary schedules for fall 1990 (and some for fall 1991 and fall 1992) such as Rochester, Pittsburgh, Philadelphia, New York, and others.

The data in this report are intended to be used to suit the purposes of the leadership in a particular local or state federation, such as comparing trends, or making meaningful and valid comparisons between school districts. While AFT locals in the nation's largest cities can be compared to the other large city school districts, this comparison alone does not provide information on how well AFT bargains relative to other bargaining agents or nonbargaining situations. Some of the AFT's large locals do not bargain contracts or they are in states prohibiting collective bargaining.

The Department of Research staff extends its appreciation to the various locals that responded to the 1989-90 survey and to those who reviewed drafts of this report. F. Howard Nelson, Associate Director of Research, had primary responsibility for preparing this year's report. Yvonne Bristol entered much of the data, prepared the manuscript, and assisted in other aspects of the report. Jewell Gould and Helen Nemorin assisted in various other aspects of the report.

Executive Summary

In the school districts serving the nation's 100 largest cities, the 1988-89 average maximum salary for teachers with a masters degree reached $34,271. This figure ranged from a low of $24,271 in Baton Rouge to a high of $47,892 in Rochester (Figure 2). In these same districts, the average beginning salary for a teacher with only a bachelors degree climbed to the $20,105 mark, ranging from a low of $16,391 in Little Rock to $26,067 in Rochester (Figure 3).

The average maximum salary for a teacher with a masters degree in the nation's 100 largest cities of $34,271 grew from $32,623 the previous year and from $30,990 two years before (Figure 4). This figure remains about $4,000 above the national average teacher salary. On the other hand, the beginning salary in the 100 largest cities remained only about $500 ahead of the national average (Figure 5). When adjusted for the higher cost of living in big cities, big city beginning salaries fell below the national average.

Class size in the 50 districts with the largest school budgets in the nation is about 17 students per classroom teacher compared to the national average of 17.4 (Figure 6). General fund spending averaged $4,365 per pupil in 1988-89 in the 50 big districts, up from $3,742 two years ago (Figure 7). The big city average is only about $100 above the national average for current expenditure per pupil. Nearly half of general fund revenues in the 50 largest districts--48.7 percent--came from local sources (Figure 8). In the previous two years, the comparable figure was 45 to 46 percent. Even in 1986-87 and 1987-88, the large district reliance on local revenue exceeded the national average for all school districts of 43.4 and 43.7 percent. The ending general fund balance in the 50 large districts rose from 5.6 percent in 1985-86 to 6.4 percent in 1986-87 and then fell to 5.9 percent in 1987-88 (Figure 9). For the two years with both projected and actual fund balance data, the actual fund balance exceeded the projections.

Projections based on more than 100 negotiated contracts or wage agreements covering 1,000 or more workers indicate salary gains of almost 6 percent for 1989-90--the current school year (Figure 11). Similar data for 1990-91 project an increase in excess of 6 percent. Projections in 1986-87, 1987-88 and 1988-89 corresponded very closely to the actual national average for all school districts.

Figure 12 contains selected salary information from multi-year contracts negotiated by large AFT locals for 1990-91 and subsequent years. Several locals will have maximum salaries exceeding $65,000. A significant number of contracts contain salaries in excess of $50,000 for teachers with a masters degree and 15 years of experience. About one in three of these large AFT districts will have beginning salaries exceeding $26,000 in place by next fall during the 1990-91 school year.

Figure 1

The 100 Largest Cities In The United States

(1980 U.S. Census)

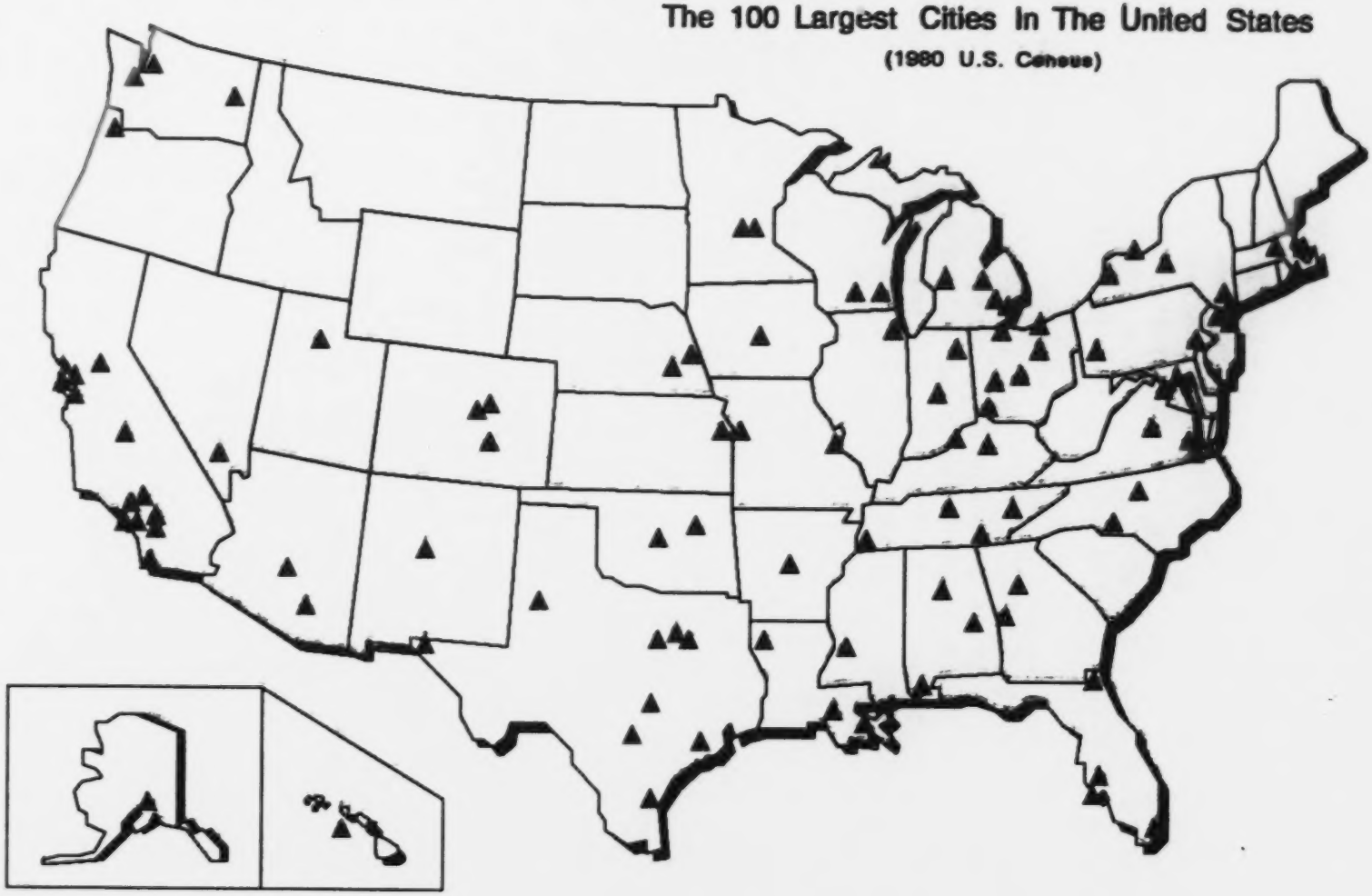


Figure 2

Maximum Salary With Masters Degree, 1988-89

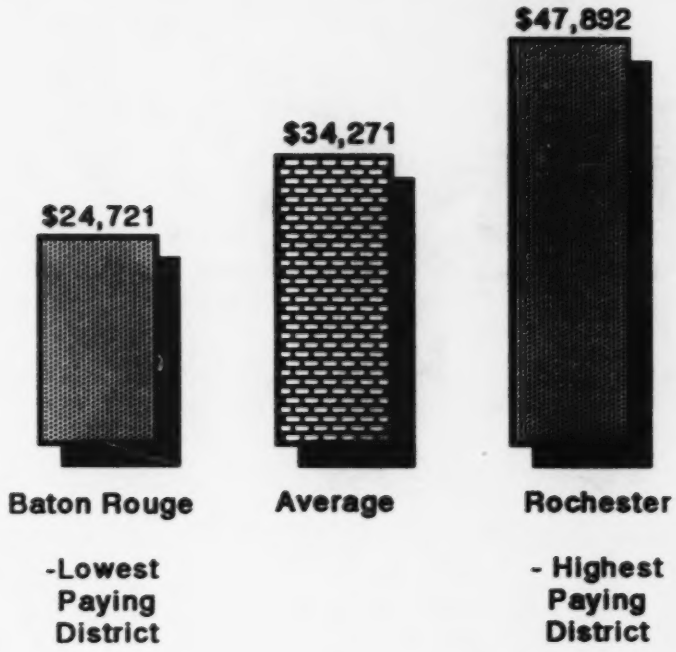


Figure 3

Minimum Salary With A Bachelors Degree, 1988-89

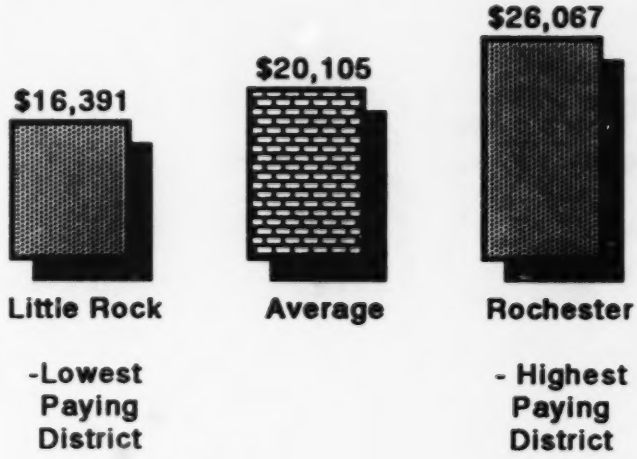


Figure 4

Maximum Salary For Teachers With a Masters Degree In the 100 Largest Cities Exceeds The National Average Salary

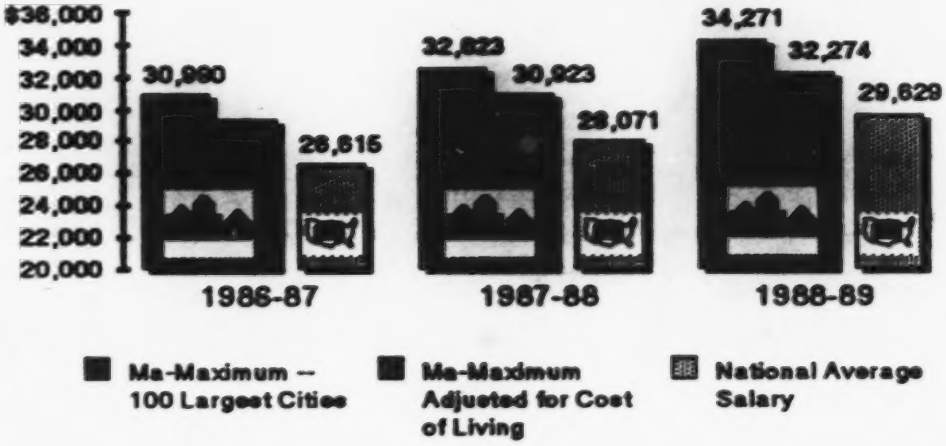
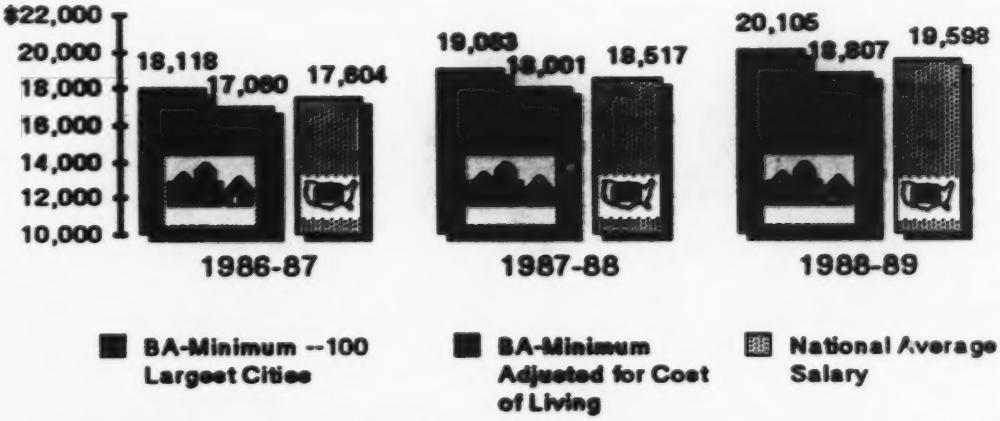


Figure 5

Beginning Teacher Salaries Fall Below National Average Beginning Teachers Salary After Cost-Of-Living Adkustments*



* Adjusted to the cost of living in 290 cities, not the national average.

Figure 6

Class Size Is About the Same In Large Cities As The National Average

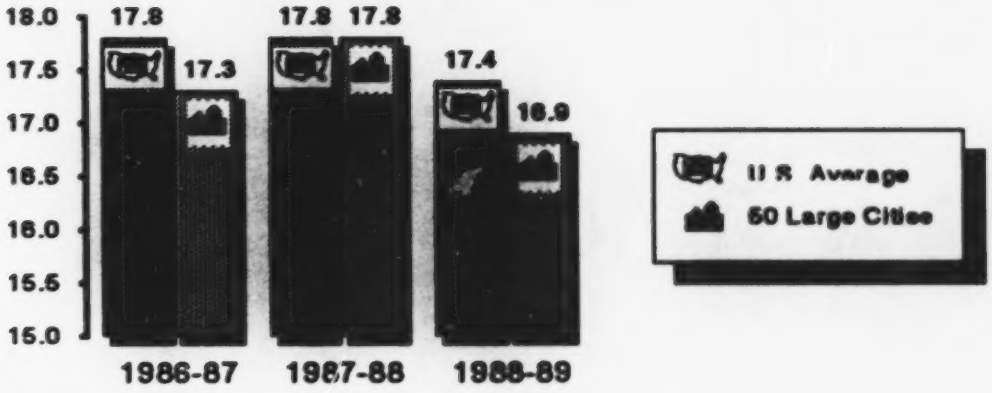


Figure 7

Per Pupil Spending In Large Cities Exceeds The National Average By A Small Amount

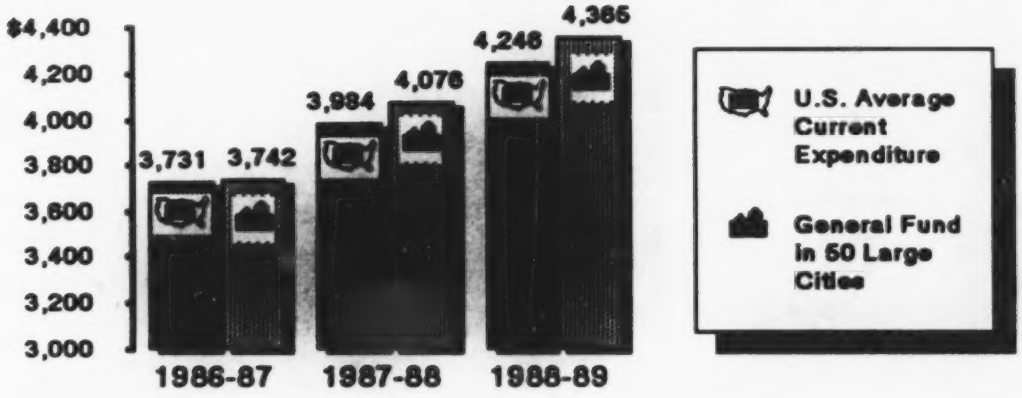


Figure 8

Local Revenue Is More Important To Large City Districts Than To The Average District

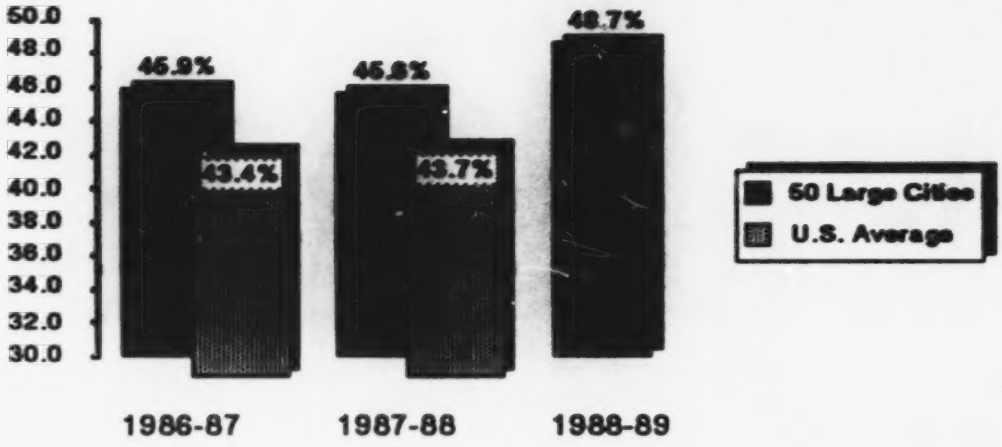


Figure 9

Actual Fund Balances Exceed Projections In 50 Large Cities

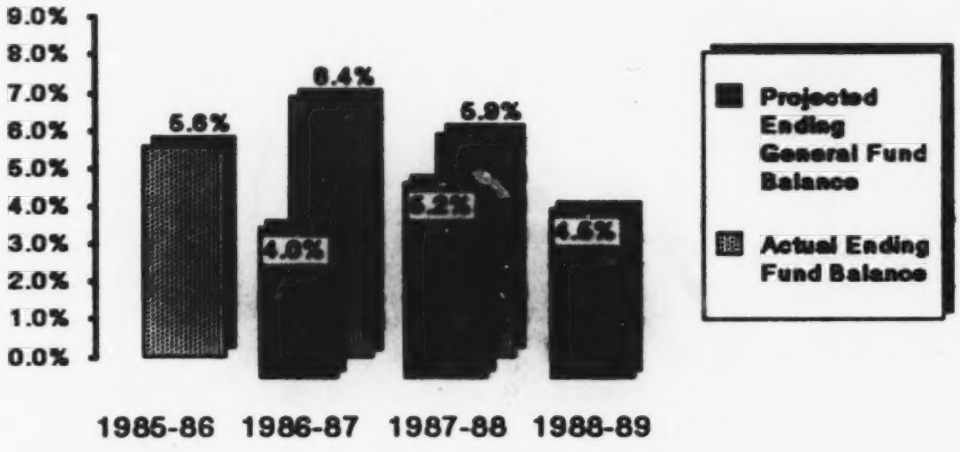


Figure 10

General Or Specific Teacher Shortages Have Become Less of A Problem According to Union Leaders

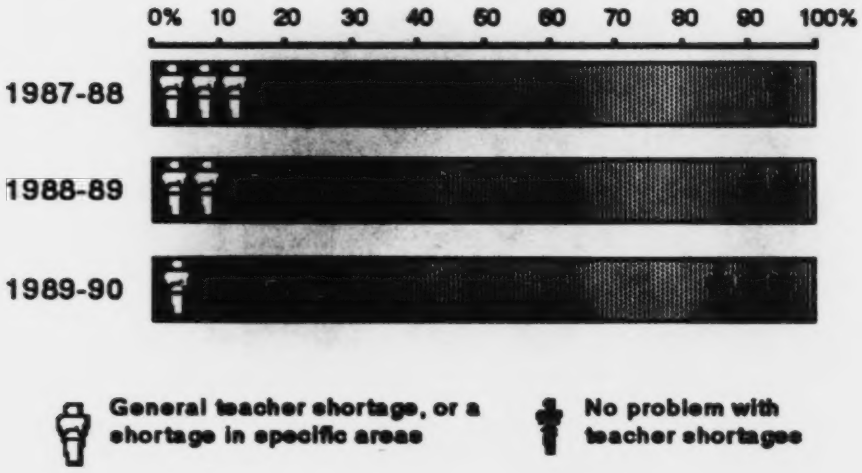
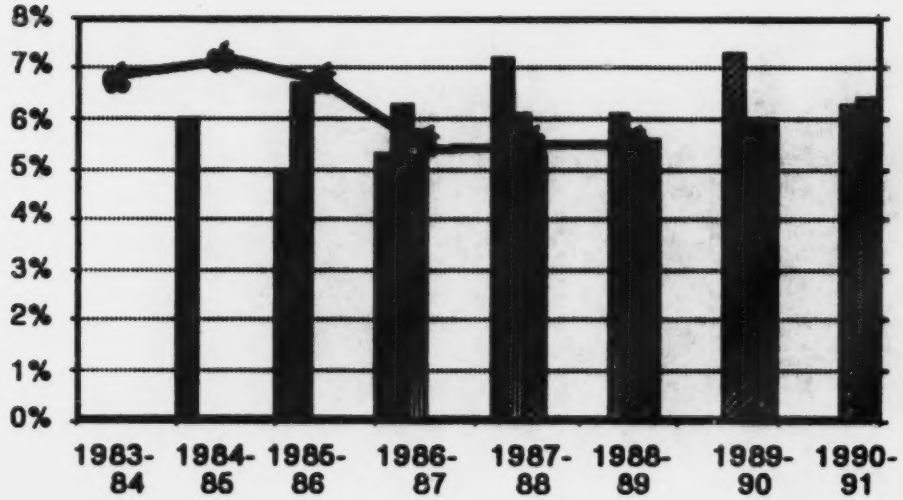


Figure 11

Average Annual Salary Adjustments for Teachers
--Projections for 1989-90and 1990-91



Note: Data applies to negotiated agreements covering 1,000 or more as reported in Current Wage Developments

- Reported in CWD, Sept 1984-August 1985
- Reported in CWD, Sept 1985-August 1986
- Reported in CWD, Sept 1986-July 1987
- Reported in CWD, August 1988-July 1989
- Reported by CWD, August 1988-August 1989
- Reported in CWD, August 1989 January 1990
- National Average Increase in Teacher Salaries

Figure 12

SETTLEMENTS IN SELECTED LARGE AFT LOCALS IN 1990-91 and 1991-92

	Year	BA Beginning	MA 15 Years	Maximum	Steps to Maximum
Baltimore, MD	1990-91	22,162	40,339	43,002	15
Bloomington, MN	1990-91	23,649	42,993	48,049	13
Bristol, CT	1990-91	23,312	48,612	52,176	6
Cincinnati, OH	1990-91	21,679	42,672	44,847	13
Dade Co.(Miami), FL	1990-91	26,500	45,400	49,400	14
Dearborn, MI	1990-91	24,075	49,375	53,795	11
Duluth, MN	1990-91	20,815	39,675	42,324	9
Half Hollow Hills, NY	1990-91	25,623	50,862	69,537	23
	1991-92	27,937	55,440	75,796	23
Kingston, NY	1990-91	27,675	39,585	45,025	20
	1991-92	28,775	41,935	47,785	20
Liverpool, NY	1990-91	26,245	39,897	53,347	27
	1991-92	28,416	42,626	58,006	27
Meriden. CT	1990-91	29,681	47,810	50,859	11
Minneapolis, MN	1990-91	22,192	41,869	47,273	11
Nassau BOCES, NY	1990-91	26,768	50,785	72,384	15
Nashua, NH	1990-91	23,066	42,291	44,549	12
	1991-92	25,031	46,763	50,082	12
New Haven, CT	1990-91	27,409	52,658	58,275	13
	1991-92	28,876	56,802	62,812	13
Newark, NJ	1990-91	23,867	46,232	50,757	13
Newburgh	1990-91	22,820	40,750	46,290	13
Norwalk, CT	1990-91	26,950	46,950	60,950	10
Osseo, MN	1990-91	22,200	41,630	45,160	12
Philadelphia, PA	1990-91	24,000	43,260	49,600	11
	1991-92	26,000	45,850	54,000	11
Pittsburgh, PA	1990-91	26,000	48,000	50,100	10
	1991-92	28,000	50,990	52,100	10
Providence, RI	1990-91	21,284	41,609	42,411	10
Robbinsdale, MN	1990-91	22,585	42,450	47,110	10
St. Lucie County, FL	1990-91	22,327	35,722	38,077	15
St. Paul, MN	1990-91	23,465	42,060	47,849	12
Smithtown, NY	1990-91	28,771	58,664	64,225	18
Suffolk-2 BOCES, NY	1990-91	22,543	49,010	60,154	18
Utica, NY	1990-91	20,100	42,665	46,370	15
Valley Stream, NY	1990-91	28,686	55,291	63,571	15
Virgin Islands	1990-91	20,225	38,002	47,435	21
Wappingers, NY	1990-91	26,551	53,342	56,975	20
	1991-92	28,410	57,076	60,694	20
Warwick, RI	1990-91	21,559	41,262	42,012	10

LIST OF TABLES

I. Teacher Salaries in Schools Serving the Nation's One Hundred Largest Cities

I-1. 1988-89 BA-Minimum, MA-Maximum, and Maximum Salaries, Ranked by City Size (1980 U.S. Census)

I-2. 1988-89 BA-Minimum and MA-Maximum Salaries, Ranked by MA-Maximum Salary

I-3. 1988-89 BA-Minimum and MA-Maximum Salaries, Ranked By BA-Minimum Salary

I-4. 1988-89 BA-Minimum and MA-Maximum Salaries, Ranked Within Regions By MA-Maximum

I-5. Average Dollar Value of Annual Change Between BA-Minimum and MA-Maximum for 1988-89 Salary Schedules, Ranked by Average Annual Change

I-6. Ratio of 1988-89 MA-Maximum to BA-Minimum Salaries, Ranked by the MA-Maximum to BA-Minimum Ratio

I-7. 1987 Cost-of-Living Index (Average of 289 U.S. Cities = 100)

I-8. MA-Maximum Salaries Adjusted by 1989 ACCRA Cost-of-Living Index, Ranked by Adjusted Maximum Salary

I-9. Ratio of 1988-89 Teachers Salary to 1988 Average Annual Pay in the Metro Area, Ranked by MA-Maximum to Average Pay Ratio

I-10. The Ratio of 1988-89 MA-Maximum Salaries to the State Average, Ranked by the MA-Maximum to Average Salary Ratio

II. Fiscal Information for Fifty Large School Districts

II-1. Basic Pupil, Teacher, and Employee Data in Fifty Large School Districts Ranked by 1988-89 Enrollment

II-2. Projected 1988-89 General Fund Expenditure and Revenue Data

II-3. 1987-88 Ending General Fund Balance and 1988-89 Projections, Ranked by the Actual 1987-88 General Fund Balance

II-4. 1987-88 Estimated and Actual Revenues, Expenditures, and General Fund Balance

III. Results of the 1989-90 Local Union Teacher Salary Survey

III-1. Scheduled Teacher Salaries in Selected AFT Locals, 1989-90

IV. Salary Projections through 1990-91

IV-1. Average Salary Adjustments in Agreements Covering 1,000 or More Teachers, 1985-86 to 1990-91

IV-2. Paraprofessionals and School-Related Personnel: Average, Salary or Wage Adjustments in Agreements Covering 1,000 or More Persons, 1985-86 to 1990-91

IV-3. Teacher Contract Annual Percentage Raises 1988-89 to 1991-92

IV-4. Teacher Contract Annual Percentage Raises 1989-90 to 1991-92

IV-5. Paraprofessional and School-Related Personnel Contract Annual Percentage Raises 1988-89 to 1990-91

IV-6. Paraprofessional and School-Related Personnel Contract Annual Percentage Raises 1989-90 to 1991-92

Appendices

Appendix A. Population of the Nation's 100 Largest Cities and Enrollment of the School Districts Serving the Cities

Appendix B. Enrollment for 1987-88 in the Nation's Largest School Districts

Appendix C. Data Sources

I. Teacher Salaries in Schools Serving the Nation's One Hundred Largest Cities

This section of the AFT Local Union Teacher Salary Survey focuses on teacher salaries in school districts serving the nation's 100 largest cities. Information is presented on the entry level salary, the highest scheduled salary for a Masters degree reached in continuous steps, and the maximum salary regardless of degree. Generally, the MA-Maximum and the maximum figures do not include "longevity" increments--the small occasional salary increases added to the schedule in some districts for teachers who reached the maximum several years earlier.

The average teacher in the United States has a Masters degree and about 16 years of experience. On average the top of the typical salary schedule is reached in the 15th year in these 100 districts as shown in Table I-1. Thus, the MA-Maximum salary approximately describes the average teacher. In addition to listing the BA-Minimum, MA-Maximum and maximum salaries, these data are ranked, listed by region, compared to state averages, adjusted for interarea cost-of-living differences, and compared to the earnings of other workers in the metropolitan area.

The teacher salary data in this section comes from the Department of Defense Wage Fixing Authority. Congress requires that the estimated 12,000 teachers in the Department of Defense Dependents (DOD) school system be paid at the same rate as teachers in U.S. cities of more than 100,000 in population. In the 1980 decennial census, 170 school districts served cities of more than 100,000 in population. These cities comprise the DOD data base used to calculate salaries for the overseas teachers. Sometimes two school districts serve a single city. Some very large county school districts, usually in the South, are excluded because they contain no large city. The DOD Wage Fixing Authority gets contracts or wage agreements from every one of these 170 school districts. This section uses data for the 100 largest city districts. Basic data for the other 70 districts are available from the AFT Research Department. Since contracts are collected in October and November, contract settlements and wage changes occurring in subsequent months are not recorded until the following year. Figures for Los Angeles and Detroit, however, have been updated to reflect subsequent settlements.

The DOD Wage Fixing Authority collects beginning and maximum salaries for the BA, MA, and maximum pay lanes. Every effort is made to equate one step with one year of experience. The maximum salary in each lane represents the top salary reached in continuous annual increments rather than the maximum salary including all longevity increments. Maximum salaries apply only to the regular

school day and school year, so they exclude extended day and summer employment. The following tables list the number of steps next to the salary figures to indicate that maximum salaries represent different levels of experience depending on the district. Many districts have longevity increases on top of the "maximum" salary, which tend to award small salary increases to teachers on a periodic basis after the continuous-step maximum has been reached. For examples of longevity increments, see Section III of this report where these data were collected for many of the AFT's largest locals.

The data in this study are presented as collected by the DOD Wage Fixing Authority except as noted in Table I-1. New York's salary schedule had semiannual increases for eight years and then sizable jumps in the 10th, 13th, and 15th year for an additional $5,691 for each teacher by the 15th year. Similarly, Baltimore's schedule had 12 continuous increments although a teacher with an MA gets about $7,000 more in their 15th year compared to the 12th year. In both cases, the 15 year figure is used. Chicago's figures have the 7 percent of the employee's share of the pension contribution picked up by the employer added to the printed salary schedule. In St. Louis, the salary schedule had 11 steps but it takes a teacher about 20 years to get to the top of the schedule. The DOD Wage Fixing Authority misinterpreted Hawaii's schedule, but the correct data is presented in this report.

District salary schedules that do not specify a specific pay level for a Masters degree or a maximum are absent in the DOD data thus necessitating most of the remainder of the estimates adjustments in the following tables. Estimates come from the AFT local union teacher salary survey and Educational Research Service data.

The complete DOD data base includes minimum and maximum salaries for the BA, MA, and maximum pay lanes. Hard copy of these data for the 170 largest cities in unedited form can be obtained by writing to the AFT Research Department. The DOD data for 1989-90 will be available to the AFT in May and can also be obtained by writing to the AFT Department of Research.

Highlights

Salaries Listed by City Size--Table I-1

- Rochester, New York had the highest maximum salary in 1988-89 at $57,896 followed by Anchorage ($51,963), Jersey City ($51,585), Yonkers ($46,993), and Long Beach ($46,227).

- At $26,566, Baton Rouge had the lowest maximum salary--less than half the maximum salary in Rochester, New York.

MA-Maximum Salaries--Table I-2

- At the MA-Maximum level, the top 20 districts paid more than $38,000 and more than half of them--Rochester, Pittsburgh, New York, Yonkers, Newark, Detroit, Los Angeles, Philadelphia, Miami, Minneapolis, and Washington, D.C.--are AFT affiliated bargaining units.

- Baton Rouge had the lowest MA-Maximum salary at $24,721 followed by Shreveport, Albuquerque, Mobile, and New Orleans.

- Only two Southeastern or Southwestern cities ranked in the top 40. Miami's $38,500 level was reached after just 12 years and ranked 18th nationally. Virginia Beach ranked 22nd and reached $38,080 after 22 years.

BA-Minimum Salaries--Table I-3

- In 1988-89, 47 of the 100 districts paid more than $20,000 for beginning teachers at the Bachelors level, but only Los Angeles ($25,316), Rochester ($26,067), Riverside ($24,268), San Francisco ($24,280), and Boston ($24,031) paid more than $24,000. Six of the top 10 are located in California.

- Eight Southeastern cities ranked in the top forty according to starting salaries, compared to finding just two of the top forty when ranked by MA-Maximum salaries.

- Only six districts paid beginning teachers less than $17,000 in 1988-89 with Little Rock at the bottom paying just $16,391 followed by New Orleans, Tulsa, Louisville and Tacoma, Washington.

Regional Rankings--Table I-4

- AFT affiliates in Providence and Boston represent teachers in the two large city districts with the highest MA-Maximum salaries in New England.

- AFT affiliates represent 9 of the 11 districts in the Mideast serving one of the 100 largest cities. Five of them rank in the top ten in the nation according to MA-maximum salaries.

- In the Midwest region, five of the top seven districts as measured by the MA-Maximum salary--Detroit, Minneapolis, St. Paul, Chicago, and Cleveland--are AFT affiliates.

- While all of the districts in New England, the Mideast, and the Midwest paid more than $33,000 at the MA-Maximum level, only 8 of 25 Southeastern states, 2 of the 7 Plains cities, 6 of 14 Southwestern ctiies, and 9 of 17 for Western states paid more than $33,000.

How Fast and How Far to the Top--Tables I-5 and I-6

In Table I-5, the difference between the beginning salary at the BA level and the maximum salary at the MA level is divided by the number of steps on the salary schedule. This average annual salary increase represents what a new teacher with a BA could expect to gain by moving to the top of the schedule at the Masters level without the benefit of across-the-board salary increases. In Table I-6, the MA-Maximum salary is divided by the BA-Minimum salary to create a ratio that describes how well experienced teachers with a Masters degree are rewarded relative to beginning teachers. Highlights include:

- The average district had 16 steps worth $981 each in moving from the starting to the MA-Maximum.

- Pittsburgh with a $2,050 annual change in reaching the MA-Maximum level was the only district with an annual change above the $2,000 mark. Warren, Michigan, Boston and Providence advanced at a rate exceeding $1,800 per year.

- Not surprisingly, districts with large annual increases between the BA-Minimum and MA-Maximum level have short salary schedules with eight of the top ten having eleven or fewer steps, one having twelve steps, and the other, thirteen steps.

- Of the top ten districts according to the average annual dollar change between BA-Minimum and MA-Maximum salaries, seven are AFT affiliates--Pittsburgh, Boston, Providence, Philadelphia, Detroit, Minneapolis, and Newark.

- Five districts--Montgomery County ($310), Lubbock ($340), Mobile ($370), Corpus Christi ($461), and Jackson ($494)--had average annual changes of $500 or less in moving from the BA-Minimum to the MA-Maximum level.

- The MA-Maximum to the BA-Beginning salary ratio averaged 1.69 in the 100 districts.

- Only four districts had MA-Maximum salaries at least double the size of starting salaries with Jersey City at 2.11, having had the highest ratio.

- Ranked by the MA-Maximum to BA-Minimum ratio, 9 of the top 15 districts are AFT affiliates.

- In 12 districts, MA teachers at the top of the salary schedule had salaries that were less than 50 percent higher than beginning teachers. Four were in California and five were in the Southeast.

Salaries Adjusted by An Interarea Cost-of-Living Index--Table I-7 and I-8

School officials often argue that salary variations among districts, especially when making national comparisons, are explained primarily by cost-of-living differences. While intuitively correct, the magnitude of the effect of cost-of-living differences on salaries remains largely unstudied. One reason is that the federal government stopped calculating interarea cost-of-living differentials in Autumn 1981. At one time, the Bureau of Labor Statistics calculated indexes for as many as 45 metropolitan areas.

The interarea cost-of-living index in Table I-7 is based on the "Intercity Cost of Living Index" calculated by the American Chamber of Commerce Researchers Association (ACCRA) for approximately 290 cities during the first three quarters of 1989. The ACCRA index is composed of items and is weighted to reflect a mid-management executive family's pattern of expenditures. All items are priced at the local level by Chamber of Commerce research personnel at a specified time and by standard specifications. The index omits state and local taxes. The housing component of the index is based partly on monthly rent for a two-bedroom unfurnished apartment and partly on the cost of a new 1,800 square foot house on a lot of approximately 10,000 square feet in an urban area. Cities participating in the index are compared with the national average of 100 for all participating cities. Spreads of three or fewer index points do not represent statistically significant differences in the indexes according to ACCRA.

Participation in the ACCRA cost-of-living index is voluntary, and 13 of the nation's 100 largest cities are not in the index. As noted in Table I-7, an index was estimated for these cities based on either the index of nearby cities or suburbs, or a regression procedure similar to the method used by the AFT to develop the interstate cost-of-living index (technical paper available from the Research Department).

The ACCRA index in Table I-7 shows:

- The 100 largest cities had an unweighted average cost-of-living index of 106.9 (100 is the average of approximately 289 cities participating in the ACCRA index).

- New York, Boston, and San Francisco had the highest cost-of-living indexes with indexes in the 140 to 150 range followed by the metro areas around New York City, Los Angeles and surrounding cities, Washington, D.C., San Diego, Philadelphia, Anchorage and Honolulu which all bunched in the 125 to 135 range.

- Chattanooga registered the lowest index of the nation's 100 largest cities at 90.2, and 10 other districts in the west, south and midwest had indexes below or at 94.0.

MA-Maximum salaries were adjusted with the ACCRA Index (by dividing the salary by the index) in Table I-8, yielding the following results:

- After indexing MA-Maximum salaries with the cost-of-living index, low-paying districts still tended to rank low and high-paying districts still tended to rank high. Only 14 districts that ranked below average climbed into the top half of the adjusted MA-Maximum ranking.

- Rochester and Pittsburgh, ranked first and second according to the adjusted MA-Maximum salary, ranked first and fourth without adjustments.

- Among the more dramatic upward changes in rankings, Omaha's adjusted MA-Maximum ranked 4th instead of 30th, Colorado Springs ranked 5th instead of 40th, Akron, Ohio ranked 11th instead of 43rd, and Jacksonville ranked 17th instead of 57th.

- The most dramatic downward changes occurred in the high cost-of-living index areas with Boston falling to 100th from 31st; San Francisco falling to 99th from 34th; Washington, D.C. falling to 74th from 20th; Newark falling to 64th from 8th; New York City falling to 90th from 5th; and Yonkers falling to 91st from 6th.

Teacher Salaries Compared to The Average Annual Pay of All Workers in Metropolitan Areas--Table I-11.

Another way to adjust teacher's pay for differences among cities in prices and the standard of living is to compare teacher salaries to the earnings of other workers. Table I-11 compares the MA-Maximum teacher salary to the metropolitan area average annual pay. These data are collected by the U.S. Department of Labor.

The annual pay data apply to workers covered by State and Federal Unemployment Insurance programs and are compiled from reports submitted by employers for more than 93 million workers. The "average" pay is computed by dividing total annual pay of both full- and part-time employees covered by unemployment insurance programs by the average monthly number of these employees. Generally excluded from unemployment insurance coverage are most agriculture workers on small farms, railroad workers, most domestic employees, student workers and the self-employed.

Highlights of the teacher salary-annual pay ratio comparison include:

- The average teacher at the MA-Maximum level in school districts serving the 100 largest cities earned 50 percent more than the average metro-area annual pay with 42 districts having ratios between 1.40 and 1.60.

- Rochester, which ranked 1st according to MA-Maximum salaries, also had the highest ratio at 2.04 followed by Virginia Beach, which ranked 23rd according to MA-Maximum salaries. Other big gainers included 4th ranked Fresno, 6th ranked El Paso, 15th ranked St. Petersburg, and 18th ranked Columbus, Georgia, districts which had been ranked 46th, 64th, 61st and 79th, respectively.

- Of the 10 lowest ranked districts according to the teacher salary-annual pay ratio, 7 had been ranked in the bottom 15 according to MA-Maximum salaries, and the other three--San Jose, Oakland, and San Francisco are located in Northern California.

- San Jose had the lowest ratio at 1.10 followed by Seattle, and Oakland, both on the West Coast.

MA-Maximum Salaries Compared to the State Average--Table I-12

Union locals frequently compare their salaries to other districts in the metro area and other districts in the state. Table I-12 contains a comparison of MA-Maximum salaries to the state average salary for teachers of all degree and experience levels (from the AFT's Survey & Analysis of Salary Trends, 1989). Highlights include:

- School districts serving the nation's 100 largest cities had MA-Maximum salaries 16 percent higher than the state average, with 57 districts paying more than 5 percent, but less than 25 percent above the state average.

- Omaha, where teachers at the MA-Maximum level are paid 54 percent more than the state average, had the most advantage over the state average followed by Miami, St. Louis, Jersey City and Pittsburgh.

- Sacramento paid only 88 percent of the state average. Oakland, Syracuse, San Jose and Spokane ranked at the bottom with Sacramento.

- Only 10 districts paid less than the state average, and half are in California.

TABLE I-1

1988–89 BA–MINIMUM, MA–MAXIMUM, AND MAXIMUM SALARIES RANKED BY CITY SIZE (1980 CENSUS)

		------BA------		------MA------		------MAX------		Steps To
		Minimum	Rank	Maximum	Rank	Maximum	Rank	Maximum
1	NEW YORK, NY	$23,000	12	$42,345 f	6	$45,584 f	7	15 f
2	CHICAGO, IL	19,092 e	67	37,988 e	23	40,579 e	30	15
3	LOS ANGELES, CA	25,316	2	38,788	16	41,279	25	10
4	PHILADELPHIA, PA	20,000	45	38,778	17	44,961	8	11
5	HOUSTON, TX	20,000	48	33,500	89	38,500	62	20
6	DETROIT, MI	22,324	18	40,503	9	41,555	23	11
7	DALLAS, TX	21,000	30	34,200	86	34,200	77	19
8	SAN DIEGO, CA	21,031	29	35,109	44	43,252	18	12
9	PHOENIX, AZ	20,123	42	36,473	33	41,252 b	26	13
10	BALTIMORE, MD	19,000	69	34,661 f	82	36,961 f	57	12 f
11	SAN ANTONIO, TX	18,500	77	34,596	53	34,596 b	72	16
12	INDIANAPOLIS, IN	17,994	87	34,867	48	37,232	53	20
13	SAN FRANCISCO, CA	24,260	4	36,313 a	34	43,420 b	14	14
14	MEMPHIS, TN	19,100	66	31,327	69	36,553	60	22
15	WASHINGTON, DC	21,357	27	36,194	20	40,458	32	13
16	SAN JOSE, CA	21,922	22	32,414	63	38,921	41	10
17	MILWAUKEE, WI	20,158	41	36,874	29	40,243 b	33	16
18	CLEVELAND, OH	19,344	60	37,221	26	39,048 a	39	16
19	COLUMBUS, OH	20,619	34	36,588	32	39,694	35	15
20	BOSTON, MA	24,031	5	36,700	31	41,080	28	7
21	NEW ORLEANS, LA	16,543	99	28,800	96	27,578	98	15
22	JACKSONVILLE, FL	18,810	74	33,728	57	36,128	64	18
23	SEATTLE, WA	17,600	88	28,008	89	36,340	63	12
24	DENVER, CO	17,392	91	34,966	45	42,856	20	13
25	NASHVILLE–DAVIDSON, TN	18,200	82	31,304	70	37,128	54	16
26	ST. LOUIS, MO	20,810	35	36,048 f	36	38,848 f	42	20 f
27	KANSAS CITY, MO	18,000	85	30,510	77	36,000	66	15
28	EL PASO, TX	18,300	80	32,330	64	32,330	85	24
29	ATLANTA, GA	22,050	19	34,996	47	43,368	16	14
30	PITTSBURGH, PA	22,000	21	42,500	4	44,100	10	10
31	OKLAHOMA CITY, OK	17,034	94	26,909	95	27,954	97	18
32	CINCINNATI, OH	18,977	71	35,774	39	38,951	40	13
33	FORT WORTH, TX	20,000	47	32,500	62	33,100 b	82	25
34	MINNEAPOLIS, MN	20,324	37	38,345	19	43,294	17	11
35	PORTLAND, OR	19,216	62	31,963	66	36,529	61	16
36	HONOLULU, HI	23,035	11	37,400	24	43,979	11	14
37	LONG BEACH, CA	23,423	9	39,532	13	46,227	5	14
38	TULSA, OK	16,563	98	29,083	84	34,589	73	15
39	BUFFALO, NY	19,432	59	34,817	49	37,994	48	14
40	TOLEDO, OH	20,250	39	35,800 f	38	35,875 f	67	15
41	MIAMI, FL	23,000	13	38,500	18	42,500	21	14
42	AUSTIN, TX	19,450	58	30,960	75	30,960 b	92	15
43	OAKLAND, CA	23,220	10	30,970 a	73	37,279	51	13
44	ALBUQUERQUE, NM	17,200	92	26,215	98	30,015	94	17
45	TUCSON, AZ	19,640	54	36,263	35	39,280	37	13
46	NEWARK, NJ	20,867	33	40,832	8	42,357	22	12
47	CHARLOTTE, NC	19,628	56	34,906	50	37,336	49	24
48	OMAHA, NE	18,400	79	36,800	30	40,480	31	19
49	LOUISVILLE, KY	16,644	97	30,456	78	34,034	78	16
50	BIRMINGHAM, AL	19,818	51	27,620	91	31,046	91	11

(continued)

TABLE I-1 (Continued)

		BA Minimum	BA Rank	MA Maximum	MA Rank	MAX Maximum	MAX Rank	Steps To Maximum
51	WICHITA, KS	$20,018	44	$28,588	67	$31,898	67	11
52	SACRAMENTO, CA	21,867	23	30,882	74	37,838	48	12
53	TAMPA, FL	19,051	68	31,282	71	32,757	83	17
54	ST. PAUL, MN	21,283	28	38,180	21	43,400	15	12
55	NORFOLK, VA	21,536	26	34,760	51	37,240	52	18
56	VIRGINIA BEACH, VA	22,000	20	36,060	22	39,260	38	23
57	ROCHESTER, NY	26,067	1	47,882	1	57,898	1	26
58	AKRON, OH	18,890	73	35,210	43	37,030	56	13
59	ST. PETERSBURG, FL	20,250	40	33,200	61	34,900	71	17
60	CORPUS CHRISTI, TX	19,200	63	30,275	81	31,775	88	24
61	JERSEY CITY, NJ	21,560	25	46,565	2	51,595	3	17
62	ANAHEIM, CA	22,398	15	38,788	11	42,858	19	12
63	BATON ROUGE, LA	17,823	89	24,721	100	28,588	100	14
64	RICHMOND, VA	20,301	38	32,212	66	33,212	81	18
65	FRESNO, CA	22,884	14	34,889 a	46	38,808 a	43	8
66	COLORADO SPRINGS, CO	19,820	50	36,654	40	43,776	13	17
67	SHREVEPORT, LA	18,068	83	25,828	99	27,290	99	15
68	LEXINGTON-FAYETTE, KY	19,148	64	31,106	72	38,004	65	16
69	SANTA ANA, CA	22,117	18	39,071	15	39,571	36	12
70	DAYTON, OH	20,111	43	34,497	54	38,860	58	15
71	JACKSON, MS	18,694	76	28,582	86	33,638 a	79	20
72	MOBILE, AL	18,929	72	26,327	97	28,000 b	96	20
73	YONKERS, NY	20,879	32	42,245	6	46,993	4	15
74	DES MOINES, IA	18,250	81	31,406	65	34,443	74	16
75	KNOXVILLE, TN	18,040	84	28,315	88	31,200	89	18
76	GRAND RAPIDS, MI	20,879	31	37,140	27	38,192	44	11
77	MONTGOMERY, AL	19,578	57	27,320	93	29,589 a	95	25
78	LUBBOCK, TX	18,000	88	30,400	80	30,800 b	93	36
79	ANCHORAGE, AK	23,863	6	41,338	7	51,963	2	11
80	FORT WAYNE, IN	19,633	55	38,810	28	39,855	34	18
81	LINCOLN, NE	17,475	90	31,689	67	35,154	70	17
82	SPOKANE, WA	16,792	95	27,002	94	33,349	80	11
83	RIVERSIDE, CA	24,288	3	39,785	10	44,339	9	14
84	MADISON, WI	19,688	52	35,438	42	41,345 a	24	15
85	HUNTINGTON BEACH, CA	23,799	7	39,184 c	14	41,105 b	27	10
86	SYRACUSE, NY	23,443	8	33,318 c	60	34,219 c	75	15
87	CHATTANOOGA, TN	19,000	70	30,587	76	32,582	84	17
88	COLUMBUS, GA	19,835	49	30,428	79	37,689	47	18
89	LAS VEGAS, NV	18,409	78	30,082	82	37,318 c	50	11
90	SALT LAKE CITY, UT	17,168	93	29,042	85	32,138 b	86	12
91	WORCHESTER, MA	19,652	53	33,896	58	35,220 a	69	11
92	WARREN, MI	22,133	17	43,888	3	46,159 b	6	12
93	KANSAS CITY, KS	18,800	75	27,884	90	35,694	68	15
94	ARLINGTON, TX	19,907	48	35,588	41	37,086	55	20
95	FLINT, MI	21,622	24	39,651	12	43,828	12	12
96	AURORA, CO	19,133	65	35,934	37	40,890	29	13
97	TACOMA, WA	16,698	96	30,035	83	34,206	76	13
98	LITTLE ROCK, AR	16,391	100	27,488	92	31,086	90	14
99	PROVIDENCE, RI	19,305	61	37,360	25	38,162	45	10
100	GREENSBORO, NC	20,360	39	34,090	56	38,610	50	21
	AVERAGE	$20,106		$34,271		$37,890		7.9

Note: Longevity increments are not included in the maximum salary figures. The steps column represents years to the maximum in the MA paylane. Maximum corresponds to the Ph.D. paylane except as noted. a=AFT estimate, b=maximum scheduled salary listed by the ERS, c=15 years of experience, d=BA+30, e=includes 7% pension pick-up, and f=not continuous increments.

TABLE I–2

1988–89 BA–MINIMUM AND MA–MAXIMUM SALARIES RANKED BY MA–MAXIMUM SALARY

		BA Minimum	BA Rank	MA Maximum	Steps To Max
1	ROCHESTER, NY	$26,067	1	$47,862	26
2	JERSEY CITY, NJ	21,550	25	46,666	17
3	WARREN, MI	22,133	17	43,968	12
4	PITTSBURGH, PA	22,000	21	42,500	10
5	NEW YORK, NY	23,000	12	42,345 f	15 f
6	YONKERS, NY	20,879	32	42,245 f	15 f
7	ANCHORAGE, AK	23,863	6	41,336	11
8	NEWARK, NJ	20,867	33	40,832	13
9	DETROIT, MI	22,324	16	40,503	11
10	RIVERSIDE, CA	24,268	3	39,795	14
11	ANAHEIM, CA	22,396	15	39,788	12
12	FLINT, MI	21,622	24	39,651 e	12
13	LONG BEACH, CA	23,423	9	39,532	14
14	HUNTINGTON BEACH, CA	23,799	7	39,164	10
15	SANTA ANA, CA	22,117	18	39,071	12
16	LOS ANGELES, CA	25,316	2	39,798	10
17	PHILADELPHIA, PA	20,000	45	38,778	11
18	MIAMI, FL	23,000	13	38,500	14
19	MINNEAPOLIS, MN	20,324	37	38,345 f	11 f
20	WASHINGTON, DC	21,357	27	38,194	13
21	ST. PAUL, MN	21,283	28	38,180	12
22	VIRGINIA BEACH, VA	22,000	20	38,080	23
23	CHICAGO, IL	19,092	67	37,968 e	15
24	HONOLULU, HI	23,035	11	37,400	14
25	PROVIDENCE, RI	19,305	61	37,360	10
26	CLEVELAND, OH	19,344	60	37,221	16
27	GRAND RAPIDS, MI	20,879	31	37,140	11
28	FORT WAYNE, IN	19,633	55	36,910	18
29	MILWAUKEE, WI	20,158	41	36,874	16
30	OMAHA, NE	18,400	79	36,800 f	20 f
31	BOSTON, MA	24,031	5	36,700	7
32	COLUMBUS, OH	20,619	34	36,588	15
33	PHOENIX, AZ	20,123	42	36,473	13
34	SAN FRANCISCO, CA	24,260	4	36,313 a	14
35	TUCSON, AZ	19,640	54	36,263	14
36	ST. LOUIS, MO	20,610	35	36,048 f	20 f
37	AURORA, CO	19,133	65	35,934	13
38	TOLEDO, OH	20,250	39	35,800 f	15
39	CINCINNATI, OH	18,977	71	35,774	13
40	COLORADO SPRINGS, CO	19,820	50	35,664	17
41	ARLINGTON, TX	19,907	48	35,596	20
42	MADISON, WI	19,688	52	35,436	15
43	AKRON, OH	18,890	73	35,210	13
44	SAN DIEGO, CA	21,031	29	35,109	12
45	DENVER, CO	17,392	91	34,988	13
46	FRESNO, CA	22,884	14	34,939 a	6
47	ATLANTA, GA	22,050	19	34,896	14
48	INDIANAPOLIS, IN	17,994	87	34,867	20
49	BUFFALO, NY	19,432	59	34,817	14
50	CHARLOTTE, NC	19,628	56	34,806 c	25
51	NORFOLK, VA	$21,535	26	$34,750	18
52	BALTIMORE, MD	19,000	69	34,661 f	12 f
53	SAN ANTONIO, TX	18,500	77	34,598	16
54	DAYTON, OH	20,111	43	34,497	15
55	DALLAS, TX	21,000	30	34,200	19
56	GREENSBORO, NC	20,350	36	34,080	21
57	JACKSONVILLE, FL	18,810	74	33,726	18
58	WORCHESTER, MA	19,652	53	33,595	11
59	HOUSTON, TX	20,000	46	33,500	20
60	SYRACUSE, NY	23,443	8	33,316 c	15
61	ST. PETERSBURG, FL	20,250	40	33,200 f	17
62	FORT WORTH, TX	20,000	47	32,500	25
63	SAN JOSE, CA	21,922	22	32,414	10
64	EL PASO, TX	18,300	80	32,330	24
65	RICHMOND, VA	20,301	38	32,212	18
66	PORTLAND, OR	19,218	62	31,963	16
67	LINCOLN, NE	17,475	90	31,659	17
68	DES MOINES, IA	18,250	81	31,406	16
69	MEMPHIS, TN	19,100	68	31,327	22
70	NASHVILLE, TN	18,200	82	31,304	16
71	TAMPA, FL	19,051	68	31,252	17
72	LEXINGTON, KY	19,148	64	31,106	16
73	OAKLAND, CA	23,220	10	30,970 a	13
74	SACRAMENTO, CA	21,867	23	30,962	12
75	AUSTIN, TX	19,450	58	30,950	15
76	CHATTANOOGA, TN	19,000	70	30,567	17
77	KANSAS CITY, MO	18,000	85	30,510	15
78	LOUISVILLE, KY	16,644	97	30,456	17
79	COLUMBUS, GA	19,835	49	30,428	18
80	LUBBOCK, TX	18,000	86	30,400 a	36
81	CORPUS CHRISTI, TX	19,200	63	30,275	24
82	LAS VEGAS, NV	18,409	78	30,062	11
83	TACOMA, WA	16,686	96	30,035	13
84	TULSA, OK	16,563	98	29,093	15
85	SALT LAKE CITY, UT	17,168	93	29,042	12
86	JACKSON, MS	18,694	76	28,582	20
87	WICHITA, KS	20,016	44	28,386	11
88	KNOXVILLE, TN	18,040	84	28,315	18
89	SEATTLE, WA	17,600	88	28,008	12
90	KANSAS CITY, KS	18,800	75	27,664	15
91	BIRMINGHAM, AL	19,818	51	27,620	12
92	LITTLE ROCK, AR	16,391	100	27,488	14
93	MONTGOMERY, AL	19,578	57	27,320	25
94	SPOKANE, WA	16,792	95	27,002	11
95	OKLAHOMA CITY, OK	17,034	94	26,909	18
96	NEW ORLEANS, LA	16,543	99	26,800	15
97	MOBILE, AL	18,929	72	26,327	20
98	ALBUQUERQUE, NM	17,200	92	26,215	18
99	SHREVEPORT, LA	18,068	83	25,626	15
100	BATON ROUGE, LA	17,523	89	24,721	14
	AVERAGE	$20,106		$34,271	15

See Table I–1 for notes

TABLE I–3

1988–89 BA–MINIMUM AND MA–MAXIMUM SALARIES RANKED BY BA–MINIMUM SALARY

		BA Minimum	MA Maximum	MA Rank	Steps To Max
1	LOS ANGELES, CA	$26,067	$38,798	16	10
2	ROCHESTER, NY	25,316	47,892	1	26
3	RIVERSIDE, CA	24,268	39,765	10	14
4	SAN FRANCISCO, CA	24,260	36,313 a	34	14
5	BOSTON, MA	24,031	36,700	31	7
6	ANCHORAGE, AK	23,863	41,336	7	11
7	HUNTINGTON BEACH, CA	23,799	39,184	14	10
8	SYRACUSE, NY	23,443	33,318 c	60	15
9	LONG BEACH, CA	23,423	39,532	13	14
10	OAKLAND, CA	23,220	30,970 a	73	13
11	HONOLULU, HI	23,035	37,400	24	14
12	NEW YORK, NY	23,000	42,345 f	5	15 f
13	MIAMI, FL	23,000	38,500	18	14
14	FRESNO, CA	22,884	34,939 a	46	6
15	ANAHEIM, CA	22,398	39,758	11	12
16	DETROIT, MI	22,324	40,503	9	11
17	WARREN, MI	22,133	43,966	3	12
18	SANTA ANA, CA	22,117	39,071	15	12
19	ATLANTA, GA	22,050	34,896	47	14
20	PITTSBURGH, PA	22,000	42,500	4	10
21	VIRGINIA BEACH, VA	22,000	38,080	22	23
22	SAN JOSE, CA	21,922	32,414	63	10
23	SACRAMENTO, CA	21,867	30,962	74	12
24	FLINT, MI	21,822	39,651	12	12
25	JERSEY CITY, NJ	21,550	45,565	2	17
26	NORFOLK, VA	21,535	34,750	51	18
27	WASHINGTON, DC	21,357	38,194	20	13
28	ST. PAUL, MN	21,283	38,150	21	12
29	SAN DIEGO, CA	21,031	35,109	44	12
30	DALLAS, TX	21,000	34,200	55	19
31	GRAND RAPIDS, MI	20,879	37,140	27	11
32	YONKERS, NY	20,879	42,245	6	15
33	NEWARK, NJ	20,867	40,832	8	13
34	COLUMBUS, OH	20,619	38,588	32	15
35	ST. LOUIS, MO	20,610	38,048 f	36	20 f
36	GREENSBORO, NC	20,350	34,080	58	21
37	MINNEAPOLIS, MN	20,324	38,345	19	11
38	RICHMOND, VA	20,301	32,212	65	18
39	ST. PETERSBURG, FL	20,250	33,200	61	17
40	TOLEDO, OH	20,250	35,800 f	38	15
41	MILWAUKEE, WI	20,158	36,874	29	16
42	PHOENIX, AZ	20,123	36,473	33	13
43	DAYTON, OH	20,111	34,497	54	15
44	WICHITA, KS	20,016	28,366	87	11
45	FORT WORTH, TX	20,000	32,500	62	25
46	PHILADELPHIA, PA	20,000	38,778	17	11
47	HOUSTON, TX	20,000	33,500	59	20
48	ARLINGTON, TX	19,907	35,586	41	20
49	COLUMBUS, GA	19,835	30,428	79	18
50	COLORADO SPRINGS, CO	19,820	35,654	40	17
51	BIRMINGHAM, AL	$19,818	$27,620	91	12
52	MADISON, WI	19,682	36,436	42	15
53	WORCHESTER, MA	19,652	33,595	58	11
54	TUCSON, AZ	19,640	36,263	35	14
55	FORT WAYNE, IN	19,633	36,910	28	18
56	CHARLOTTE, NC	19,628	34,806	50	25
57	MONTGOMERY, AL	19,578	27,320	93	25
58	AUSTIN, TX	19,450	30,950	75	15
59	BUFFALO, NY	19,432	34,817	49	14
60	CLEVELAND, OH	19,344	37,221	26	16
61	PROVIDENCE, RI	19,305	37,380	25	10
62	PORTLAND, OR	19,216	31,983	66	16
63	CORPUS CHRISTI, TX	19,200	30,275	81	24
64	LEXINGTON, KY	19,148	31,106	72	16
65	AURORA, CO	19,133	35,934	37	13
66	MEMPHIS, TN	19,100	31,327	69	22
67	CHICAGO, IL	19,092	37,968 e	23	15
68	TAMPA, FL	19,051	31,252	71	17
69	BALTIMORE, MD	19,000	34,681 f	52	12 f
70	CHATTANOOGA, TN	19,000	30,587	76	17
71	CINCINNATI, OH	18,977	35,774	39	13
72	MOBILE, AL	18,929	26,327	97	20
73	AKRON, OH	18,890	35,210	43	13
74	JACKSONVILLE, FL	18,810	33,726	57	18
75	KANSAS CITY, KS	18,800	27,684	90	15
76	JACKSON, MS	18,694	28,582	86	20
77	SAN ANTONIO, TX	18,500	34,596	53	16
78	LAS VEGAS, NV	18,409	30,062	82	11
79	OMAHA, NE	18,400	36,800	30	20
80	EL PASO, TX	18,300	32,330	64	24
81	DES MOINES, IA	18,250	31,406	68	16
82	NASHVILLE, TN	18,200	31,304	70	16
83	SHREVEPORT, LA	18,068	25,626	99	15
84	KNOXVILLE, TN	18,040	28,315	88	18
85	KANSAS CITY, MO	18,000	30,510	77	15
86	LUBBOCK, TX	18,000	30,400	80	36
87	INDIANAPOLIS, IN	17,894	34,867	48	20
88	SEATTLE, WA	17,600	28,008	89	12
89	BATON ROUGE, LA	17,523	24,721	100	14
90	LINCOLN, NE	17,475	31,869	67	17
91	DENVER, CO	17,392	34,869	45	13
92	ALBUQUERQUE, NM	17,200	26,215	98	18
93	SALT LAKE CITY, UT	17,168	29,042	85	12
94	OKLAHOMA CITY, OK	17,034	28,909	95	18
95	SPOKANE, WA	16,792	27,002	94	11
96	TACOMA, WA	16,686	30,035	83	13
97	LOUISVILLE, KY	16,644	30,456	78	17
98	TULSA, OK	16,563	29,093	84	15
99	NEW ORLEANS, LA	16,543	26,800	96	15
100	LITTLE ROCK, AR	16,391	27,488	92	14
	AVERAGE	$20,105	$34,271		15

See Table I–1 for notes

TABLE I–4

1988–89 BA–MINIMUM AND MA–MAXIMUM SALARIES RANKED WITHIN REGIONS BY MA–MAXIMUM

		BA Min.	BA Rank	MA Max.	MA Rank	Steps To Max.
NEW ENGLAND						
1	PROVIDENCE, RI	$19,305	61	$37,360	25	10
2	BOSTON, MA	24,031	5	36,700	31	7
3	WORCHESTER, MA	19,662	53	33,896	88	11
MIDEAST						
1	ROCHESTER, NY	26,067	1	47,892	1	29
2	JERSEY CITY, NJ	21,550	25	45,596	2	17
3	PITTSBURGH, PA	22,000	21	42,500	4	10
4	NEW YORK, NY	23,000	12	42,345	5	15
5	YONKERS, NY	20,879	32	42,245	6	15
6	NEWARK, NJ	20,867	33	40,832	8	13
7	PHILADELPHIA, PA	20,000	45	38,778	17	11
8	WASHINGTON, DC	21,357	27	38,194	20	13
9	BUFFALO, NY	19,432	59	34,817	49	14
10	BALTIMORE, MD	19,000	69	34,661	52	12
11	SYRACUSE, NY	23,443	8	33,318	60	15
MIDWEST						
1	WARREN, MI	22,133	17	43,968	3	12
2	DETROIT, MI	22,324	16	40,803	9	11
3	FLINT, MI	21,622	24	39,661	12	12
4	MINNEAPOLIS, MN	20,324	37	36,345	19	11
5	ST. PAUL, MN	21,283	28	36,150	21	12
6	CHICAGO, IL	19,092	67	37,958	23	15
7	CLEVELAND, OH	19,344	60	37,221	26	16
8	GRAND RAPIDS, MI	20,879	31	37,140	27	11
9	FORT WAYNE, IN	19,633	55	36,910	28	18
10	MILWAUKEE, WI	20,158	41	36,874	29	16
11	COLUMBUS, OH	20,619	34	36,588	32	15
7	TOLEDO, OH	20,250	39	35,800	38	15
13	CINCINNATI, OH	18,977	71	35,774	39	13
14	MADISON, WI	19,688	52	35,436	42	15
15	AKRON, OH	18,890	73	35,210	43	13
16	INDIANAPOLIS, IN	17,994	87	34,867	46	20
17	DAYTON, OH	20,111	43	34,467	54	15
PLAINS						
1	OMAHA, NE	18,400	79	36,800	30	20
2	ST. LOUIS, MO	20,610	35	36,048	36	20
3	LINCOLN, NE	17,475	90	31,669	67	17
4	DES MOINES, IA	18,250	81	31,408	68	16
5	KANSAS CITY, MO	18,000	85	30,510	77	15
6	WICHITA, KS	20,016	44	28,368	87	11
7	KANSAS CITY, KS	18,800	75	27,684	90	15
SOUTHEAST						
1	MIAMI, FL	23,000	13	36,500	18	14
2	VIRGINIA BEACH, VA	22,000	20	36,080	22	23
3	ATLANTA, GA	22,050	19	34,898	47	14
4	CHARLOTTE, NC	19,628	56	34,806	50	25
5	NORFOLK, VA	21,535	26	34,750	51	18
6	GREENSBORO, NC	20,350	38	34,080	58	21
7	JACKSONVILLE, FL	18,810	74	33,728	57	18
8	ST. PETERSBURG, FL	20,250	40	33,200	61	17
9	RICHMOND, VA	20,301	38	32,212	65	18
10	MEMPHIS, TN	19,100	66	31,327	69	22
11	NASHVILLE, TN	18,200	82	31,304	70	16
12	TAMPA, FL	19,051	68	31,252	71	17
13	LEXINGTON, KY	19,148	64	31,106	72	16
14	CHATTANOOGA, TN	$19,000	70	$30,567	76	17
15	LOUISVILLE, KY	16,644	97	30,456	78	17
16	COLUMBUS, GA	19,835	49	30,428	79	18
17	JACKSON, MS	18,694	76	28,582	86	20
18	KNOXVILLE, TN	18,040	84	28,315	88	18
19	BIRMINGHAM, AL	19,818	51	27,620	91	12
20	LITTLE ROCK, AR	16,391	100	27,488	92	14
21	MONTGOMERY, AL	19,578	57	27,320	93	25
22	NEW ORLEANS, LA	18,543	99	26,800	96	15
23	MOBILE, AL	18,929	72	26,327	97	20
24	SHREVEPORT, LA	18,068	83	25,626	99	15
25	BATON ROUGE, LA	17,523	89	24,721	100	14
SOUTHWEST						
1	PHOENIX, AZ	20,123	42	36,473	33	13
2	TUCSON, AZ	19,640	54	36,263	35	14
3	ARLINGTON, TX	19,907	48	35,586	41	20
4	SAN ANTONIO, TX	18,500	77	34,596	53	16
5	DALLAS, TX	21,000	30	34,200	55	19
6	HOUSTON, TX	20,000	46	33,500	59	20
7	FORT WORTH, TX	20,000	47	32,500	62	25
8	EL PASO, TX	18,300	80	32,330	64	24
9	AUSTIN, TX	19,450	58	30,950	75	15
10	LUBBOCK, TX	18,000	86	30,400	80	36
11	CORPUS CHRISTI, TX	19,200	63	30,275	81	24
12	TULSA, OK	16,563	98	29,093	84	15
13	OKLAHOMA CITY, OK	17,034	94	26,909	95	18
14	ALBUQUERQUE, NM	17,200	92	26,215	98	18
ROCKIES						
1	AURORA, CO	19,133	65	35,934	37	13
2	COLORADO SPRINGS	19,820	50	35,654	40	17
3	DENVER, CO	17,392	91	34,966	45	13
4	SALT LAKE CITY, UT	17,168	93	29,042	85	12
PACIFIC						
1	RIVERSIDE, CA	24,268	3	39,765	10	14
2	ANAHEIM, CA	22,398	15	39,758	11	12
3	LONG BEACH, CA	23,423	9	39,532	13	14
4	HUNTINGTON BEACH	23,799	7	39,184	14	10
5	SANTA ANA, CA	22,117	18	39,071	15	12
6	LOS ANGELES, CA	25,318	2	38,798	16	10
7	SAN FRANCISCO, CA	24,260	4	36,313	34	14
8	SAN DIEGO, CA	21,031	29	35,109	44	12
9	FRESNO, CA	22,884	14	34,939	46	6
10	SAN JOSE, CA	21,922	22	32,414	63	10
11	PORTLAND, OR	19,216	62	31,963	66	16
12	OAKLAND, CA	23,220	10	30,970	73	13
13	SACRAMENTO, CA	21,867	23	30,962	74	12
14	LAS VEGAS, NV	18,409	78	30,062	82	11
15	TACOMA, WA	18,698	96	30,035	83	13
16	SEATTLE, WA	17,600	88	28,008	89	12
17	SPOKANE, WA	16,792	95	27,002	94	11
	ANCHORAGE, AK	23,863	6	41,336	7	11
	HONOLULU, HI	23,035	11	37,400	24	14
	AVERAGE	$20,105		$34,271		15

TABLE I–5

AVERAGE ANNUAL CHANGE BETWEEN BA–MINIMUM AND MA–MAXIMUM FOR 1988–89 IN DOLLARS RANKED BY AVERAGE ANNUAL CHANGE

		BA–Min	MA–Max	Rank	Step	BA–Min to MA–Max Annual Change			BA–Min	MA–Max	Rank	Step	BA–Min to MA–Max Annual Change
1	PITTSBURGH, PA	$22,000	$42,500	4	10	$2,050	51	ATLANTA, GA	$22,050	$34,896	47	14	$918
2	WARREN, MI	22,133	43,966	3	12	1,819	52	SEATTLE, WA	17,600	28,008	89	12	867
3	BOSTON, MA	24,031	36,700	31	7	1,810	53	SAN FRANCISCO, CA	24,260	36,313	34	14	861
4	PROVIDENCE, RI	19,305	37,360	26	10	1,806	54	INDIANAPOLIS, IN	17,894	34,867	48	20	844
5	PHILADELPHIA, PA	20,000	38,778	17	11	1,707	55	ROCHESTER, NY	26,067	47,892	1	26	839
6	DETROIT, MI	22,324	40,503	9	11	1,653	56	TULSA, OK	16,883	29,093	84	15	835
7	MINNEAPOLIS, MN	20,324	38,345	19	11	1,638	57	LINCOLN, NE	17,475	31,669	67	17	834
8	ANCHORAGE, AK	23,863	41,336	7	11	1,588	58	KANSAS CITY, MO	18,000	30,510	77	15	834
9	HUNTINGTON BEACH	23,799	39,184	14	10	1,539	59	JACKSONVILLE, FL	18,810	33,726	57	18	829
10	NEWARK, NJ	20,867	40,832	8	13	1,538	60	DES MOINES, IA	18,250	31,406	66	16	822
11	FLINT, MI	21,622	39,651	12	12	1,502	61	NASHVILLE, TN	18,200	31,304	70	16	819
12	GRAND RAPIDS, MI	20,879	37,140	27	11	1,478	62	LOUISVILLE, KY	16,644	30,456	78	17	812
13	ANAHEIM, CA	22,396	39,758	11	12	1,447	63	PORTLAND, OR	19,216	31,963	66	16	797
14	YONKERS, NY	20,879	42,245	6	15	1,424	64	LITTLE ROCK, AR	16,391	27,488	92	14	793
15	SANTA ANA, CA	22,117	39,071	15	12	1,413	65	ARLINGTON, TX	19,907	35,586	41	20	784
16	JERSEY CITY, NJ	21,550	45,565	2	17	1,413	66	ST. LOUIS, MO	20,610	36,048	36	20	772
17	ST. PAUL, MN	21,283	38,150	21	12	1,406	67	AUSTIN, TX	19,450	30,950	75	15	767
18	DENVER, CO	17,392	34,966	45	13	1,352	68	ST. PETERSBURG, FL	20,250	33,200	61	17	762
19	LOS ANGELES, CA	25,316	38,798	16	10	1,348	69	WICHITA, KS	20,016	28,386	87	11	761
20	BALTIMORE, MD	19,000	34,661	52	12	1,306	70	SACRAMENTO, CA	21,867	30,962	74	12	758
21	WASHINGTON, DC	21,357	38,194	20	13	1,296	71	LEXINGTON, KY	19,148	31,108	72	16	747
22	AURORA, CO	19,133	35,934	37	13	1,292	72	NORFOLK, VA	21,535	34,750	51	18	734
23	CINCINNATI, OH	18,977	35,774	39	13	1,292	73	TAMPA, FL	19,051	31,252	71	17	718
24	NEW YORK, NY	23,000	42,345	5	15	1,290	74	VIRGINIA BEACH, VA	22,000	38,060	22	23	698
25	WORCHESTER, MA	19,652	33,596	58	11	1,288	75	DALLAS, TX	21,000	34,200	55	19	695
26	CHICAGO, IL	19,092	37,958	23	15	1,258	76	NEW ORLEANS, LA	16,543	26,800	96	15	684
27	PHOENIX, AZ	20,123	36,473	33	13	1,258	77	CHATTANOOGA, TN	19,000	30,567	76	17	680
28	AKRON, OH	18,890	35,210	43	13	1,255	78	HOUSTON, TX	20,000	33,500	59	20	675
29	TUCSON, AZ	19,640	36,263	35	14	1,187	79	RICHMOND, VA	20,301	32,212	65	18	662
30	SAN DIEGO, CA	21,031	35,109	44	12	1,173	80	SYRACUSE, NY	23,443	33,316	60	15	658
31	LONG BEACH, CA	23,423	39,532	13	14	1,151	81	GREENSBORO, NC	20,350	34,080	56	21	654
32	CLEVELAND, OH	19,344	37,221	26	16	1,117	82	BIRMINGHAM, AL	19,818	27,620	91	12	650
33	MIAMI, FL	23,000	38,500	18	14	1,107	83	CHARLOTTE, NC	19,628	34,906	50	25	607
34	RIVERSIDE, CA	24,268	39,766	10	14	1,107	84	OAKLAND, CA	23,220	30,970	73	13	596
35	BUFFALO, NY	19,432	34,817	49	14	1,099	85	KANSAS CITY, KS	18,800	27,664	90	15	591
36	COLUMBUS, OH	20,619	36,588	32	15	1,085	86	COLUMBUS, GA	19,835	30,428	79	18	589
37	LAS VEGAS, NV	18,409	30,062	82	11	1,069	87	EL PASO, TX	18,300	32,330	64	24	585
38	MADISON, WI	19,688	35,438	42	15	1,060	88	KNOXVILLE, TN	18,040	28,315	88	18	571
39	SAN JOSE, CA	21,922	32,414	63	10	1,049	89	MEMPHIS, TN	19,100	31,327	69	22	566
40	MILWAUKEE, WI	20,158	36,874	29	16	1,045	90	OKLAHOMA CITY, OK	17,034	26,909	95	18	549
41	TOLEDO, OH	20,250	35,800	38	15	1,037	91	BATON ROUGE, LA	17,523	24,721	100	14	514
42	TACOMA, WA	16,686	30,035	83	13	1,027	92	SHREVEPORT, LA	18,068	25,626	99	15	504
43	HONOLULU, HI	23,035	37,400	24	14	1,026	93	ALBUQUERQUE, NM	17,200	26,215	98	18	501
44	SAN ANTONIO, TX	18,500	34,508	53	16	1,006	94	FORT WORTH, TX	20,000	32,500	62	25	500
45	SALT LAKE CITY, UT	17,168	29,042	85	12	990	95	JACKSON, MS	18,694	28,582	86	20	494
46	FORT WAYNE, IN	19,633	36,910	28	18	960	96	CORPUS CHRISTI, TX	19,200	30,275	81	24	461
47	DAYTON, OH	20,111	34,497	54	15	959	97	MOBILE, AL	18,929	26,327	97	20	370
48	COLORADO SPRINGS	19,820	35,654	40	17	931	98	LUBBOCK, TX	18,000	30,400	80	36	344
49	SPOKANE, WA	16,792	27,002	94	11	928	99	MONTGOMERY, AL	19,578	27,320	93	25	310
50	OMAHA, NE	18,400	36,800	30	20	920	100	FRESNO, CA	22,884	34,939	46		
								AVERAGE	$20,066	$34,271	51	16	$983

AFT Local Union Teacher Salary Survey (DOD Data Base)

TABLE I-6

RATIO OF 1988-89 MA-MAXIMUM TO BA-MINIMUM SALARIES RANKED BY THE MA-MAXIMUM TO BA-MINIMUM RATIO

		BA-Min	MA-Max	Ran	Steps	MA-Max to BA-Min Ratio
1	JERSEY CITY, NJ	$21,550	$45,565	2	17	2.11
2	YONKERS, NY	20,879	42,245	6	15	2.02
3	DENVER, CO	17,392	34,966	45	13	2.01
4	OMAHA, NE	18,400	36,800	30	20	2.00
5	CHICAGO, IL	19,092	37,958	23	15	1.99
6	WARREN, MI	22,133	43,956	3	12	1.99
7	NEWARK, NJ	20,867	40,832	8	13	1.96
8	PHILADELPHIA, PA	20,000	38,778	17	11	1.94
9	INDIANAPOLIS, IN	17,994	34,867	48	20	1.94
10	PROVIDENCE, RI	19,306	37,360	25	10	1.94
11	PITTSBURGH, PA	22,000	42,500	4	10	1.93
12	CLEVELAND, OH	19,344	37,221	26	16	1.92
13	MINNEAPOLIS, MN	20,324	38,345	19	11	1.89
14	CINCINNATI, OH	18,977	35,774	39	13	1.89
15	FORT WAYNE, IN	19,633	36,910	28	18	1.88
16	AURORA, CO	19,133	35,934	37	13	1.88
17	SAN ANTONIO, TX	18,500	34,596	53	16	1.87
18	AKRON, OH	18,890	35,210	43	13	1.86
19	TUCSON, AZ	19,640	36,263	35	14	1.85
20	NEW YORK, NY	23,000	42,345	5	15	1.84
21	ROCHESTER, NY	26,067	47,892	1	26	1.84
22	FLINT, MI	21,622	39,651	12	12	1.83
23	LOUISVILLE, KY	16,644	30,456	78	17	1.83
24	MILWAUKEE, WI	20,158	36,874	29	16	1.83
25	BALTIMORE, MD	19,000	34,661	52	12	1.82
26	DETROIT, MI	22,324	40,503	9	11	1.81
27	PHOENIX, AZ	20,123	36,473	33	13	1.81
28	LINCOLN, NE	17,475	31,659	67	17	1.81
29	TACOMA, WA	16,686	30,035	83	13	1.80
30	MADISON, WI	19,688	35,438	42	15	1.80
31	COLORADO SPRINGS	19,820	35,654	40	17	1.80
32	JACKSONVILLE, FL	18,810	33,726	57	18	1.79
33	ST. PAUL, MN	21,283	38,150	21	12	1.79
34	BUFFALO, NY	19,432	34,817	49	14	1.79
35	WASHINGTON, DC	21,357	38,194	20	13	1.79
36	ARLINGTON, TX	19,907	35,586	41	20	1.79
37	GRAND RAPIDS, MI	20,879	37,140	27	11	1.78
38	ANAHEIM, CA	22,386	39,758	11	12	1.78
39	COLUMBUS, OH	20,619	36,538	32	15	1.77
40	CHARLOTTE, NC	19,628	34,906	50	25	1.77
41	TOLEDO, OH	20,250	35,900	38	15	1.77
42	EL PASO, TX	18,300	32,330	64	24	1.77
43	SANTA ANA, CA	22,117	39,071	15	12	1.77
44	TULSA, OK	16,563	29,093	84	15	1.76
45	ST. LOUIS, MO	20,610	36,048	36	20	1.75
46	ANCHORAGE, AK	23,863	41,336	7	11	1.73
47	VIRGINIA BEACH, VA	22,000	38,060	22	23	1.73
48	DES MOINES, IA	18,250	31,406	68	16	1.72
49	NASHVILLE, TN	18,200	31,304	70	16	1.72
50	DAYTON, OH	20,111	34,497	54	15	1.72
51	WORCHESTER, MA	$19,652	$33,595	58	11	1.71
52	KANSAS CITY, MO	18,000	30,510	77	15	1.70
53	SALT LAKE CITY, UT	17,168	29,042	85	12	1.69
54	LUBBOCK, TX	18,000	30,400	80	36	1.69
55	LONG BEACH, CA	23,423	39,532	13	14	1.69
56	LITTLE ROCK, AR	16,391	27,488	92	14	1.68
57	HOUSTON, TX	20,000	33,500	59	20	1.68
58	GREENSBORO, NC	20,350	34,080	56	21	1.67
59	MIAMI, FL	23,000	38,500	18	14	1.67
60	SAN DIEGO, CA	21,031	35,109	44	12	1.67
61	PORTLAND, OR	19,216	31,963	66	16	1.66
62	HUNTINGTON BEACH	23,799	39,184	14	10	1.65
63	TAMPA, FL	19,051	31,252	71	17	1.64
64	MEMPHIS, TN	19,100	31,327	69	22	1.64
65	ST. PETERSBURG, FL	20,250	33,200	61	17	1.64
66	RIVERSIDE, CA	24,268	39,765	10	14	1.64
67	LAS VEGAS, NV	18,409	30,062	82	11	1.63
68	DALLAS, TX	21,000	34,200	55	19	1.63
69	FORT WORTH, TX	20,000	32,500	62	25	1.63
70	LEXINGTON, KY	19,148	31,108	72	16	1.62
71	HONOLULU, HI	23,035	37,400	24	14	1.62
72	NEW ORLEANS, LA	16,543	26,800	96	15	1.62
73	NORFOLK, VA	21,535	34,760	51	18	1.61
74	CHATTANOOGA, TN	19,000	30,567	76	17	1.61
75	SPOKANE, WA	16,792	27,002	94	11	1.61
76	SEATTLE, WA	17,600	28,008	89	12	1.59
77	AUSTIN, TX	19,450	30,950	75	15	1.59
78	RICHMOND, VA	20,301	32,212	65	18	1.59
79	ATLANTA, GA	22,050	34,896	47	14	1.58
80	OKLAHOMA CITY, OK	17,034	26,909	95	18	1.58
81	CORPUS CHRISTI, TX	19,200	30,275	81	24	1.58
82	KNOXVILLE, TN	18,040	28,315	88	18	1.57
83	COLUMBUS, GA	19,835	30,428	79	18	1.53
84	JACKSON, MS	18,694	28,582	86	20	1.53
85	BOSTON, MA	24,031	36,700	31	7	1.53
86	LOS ANGELES, CA	25,316	38,798	16	10	1.53
87	ALBUQUERQUE, NM	17,200	26,215	98	18	1.52
88	SAN FRANCISCO, CA	24,260	36,313	34	14	1.50
89	SAN JOSE, CA	21,922	32,414	63	10	1.48
90	KANSAS CITY, KS	18,800	27,664	90	15	1.47
91	SYRACUSE, NY	23,443	33,316	60	15	1.42
92	SHREVEPORT, LA	18,068	25,626	99	15	1.42
93	WICHITA, KS	20,016	28,386	87	11	1.42
94	SACRAMENTO, CA	21,867	30,962	74	12	1.42
95	BATON ROUGE, LA	17,523	24,721	100	14	1.41
96	MONTGOMERY, AL	19,578	27,320	93	25	1.40
97	BIRMINGHAM, AL	19,818	27,620	91	12	1.39
98	MOBILE, AL	18,929	26,327	97	20	1.39
99	OAKLAND, CA	23,220	30,970	73	13	1.33
100	FRESNO, CA	22,884	34,939	46		
	AVERAGE	$20,085	$34,271	51	16	1.71

TABLE I-7

1989 COST-OF-LIVING INDEX (AVERAGE OF 289 U.S. CITIES=100)
(Derived From the ACCRA Index)

LISTED ALPHABETICALLY

COL Index		City	COL Index		City
93.6		AKRON, OH	94.3		LOUISVILLE, KY
101.5		ALBUQUERQUE, NM	93.4		LUBBOCK, TX
132.3		ANAHEIM, CA	102.2	b	MADISON, WI
125.7		ANCHORAGE, AK	96.2		MEMPHIS, TN
103.2		ARLINGTON, TX	110.1		MIAMI, FL
106.5		ATLANTA, GA	102.0		MILWAUKEE, WI
101.5		AURORA, CO	99.8		MINNEAPOLIS, MN
94.8		AUSTIN, TX	96.7		MOBILE, AL
109.5		BALTIMORE, MD	97.6		MONTGOMERY, AL
93.5		BATON ROUGE, LA	99.6		NASHVILLE, TN
98.5		BIRMINGHAM, AL	97.8		NEW ORLEANS, LA
152.3		BOSTON, MA	157.2		NEW YORK, NY
107.2		BUFFALO, NY	133.0		NEWARK, NJ
99.5		CHARLOTTE, NC	101.1		NORFOLK, VA
90.2		CHATTANOOGA, TN	119.7	b	OAKLAND, CA
120.3		CHICAGO, IL	94.2		OKLAHOMA CITY, OK
100.8		CINCINNATI, OH	92.6		OMAHA, NE
109.5		CLEVELAND, OH	127.2		PHILADELPHIA, PA
91.7		COLORADO SPRINGS, CO	102.8		PHOENIX, AZ
93.7		COLUMBUS, GA	102.5		PITTSBURGH, PA
102.4		COLUMBUS, OH	103.0		PORTLAND, OR
97.2		CORPUS CHRISTI, TX	123.2		PROVIDENCE, RI
103.8		DALLAS, TX	107.2		RICHMOND, VA
101.1		DAYTON, OH	106.7		RIVERSIDE, CA
101.5		DENVER, CO	114.4	b	ROCHESTER, NY
103.2		DES MOINES, IA	114.1		SACRAMENTO, CA
110.0	b	DETROIT, MI	94.8		SALT LAKE CITY, UT
97.8		EL PASO, TX	97.1		SAN ANTONIO, TX
104.0	a	FLINT, MI	131.0		SAN DIEGO, CA
96.3		FORT WAYNE, IN	144.5		SAN FRANCISCO, CA
103.2		FORT WORTH, TX	123.0		SAN JOSE, CA
108.7		FRESNO, CA	132.3		SANTA ANA, CA
104.0	a	GRAND RAPIDS, MI	111.1		SEATTLE, WA
97.5		GREENSBORO, NC	96.8		SHREVEPORT, LA
122.5	b	HONOLULU, HI	92.1		SPOKANE, WA
101.9		HOUSTON, TX	97.5		ST. LOUIS, MO
132.3		HUNTINGTON BEACH, CA	100.9		ST. PAUL, MN
99.3		INDIANAPOLIS, IN	101.6	b	ST. PETERSBURG, FL
97.0	b	JACKSON, MS	96.5		SYRACUSE, NY
94.0		JACKSONVILLE, FL	99.9		TACOMA, WA
133.0	a	JERSEY CITY, NJ	101.6	b	TAMPA, FL
95.1		KANSAS CITY, KS	103.1		TOLEDO, OH
95.1		KANSAS CITY, MO	99.7		TUCSON, AZ
91.7		KNOXVILLE, TN	92.1		TULSA, OK
101.4		LAS VEGAS, NV	101.1		VIRGINIA BEACH, VA
99.8		LEXINGTON-FAYETTE, KY	110.0	a	WARREN, MI
93.2		LINCOLN, NE	129.4		WASHINGTON, DC
96.7	b	LITTLE ROCK, AR	97.3		WICHITA, KS
126.5		LONG BEACH, CA	121.1		WORCHESTER, MA
126.5		LOS ANGELES, CA	157.2		YONKERS, NY
			106.9		AVERAGE

RANKED BY INDEX

COL Index	City	COL Index	City
[illegible]	NEW YORK, NY	101.5	ALBUQUERQUE, NM
[illegible]	YONKERS, NY	101.5	AURORA, CO
[illegible]	BOSTON, MA	101.5	DENVER, CO
[illegible]	SAN FRANCISCO, CA	101.4	LAS VEGAS, NV
[illegible]	JERSEY CITY, NJ	101.1	DAYTON, OH
[illegible]	NEWARK, NJ	101.1	NORFOLK, VA
[illegible]	ANAHEIM, CA	101.1	VIRGINIA BEACH, VA
[illegible]	HUNTINGTON BEACH	100.9	ST. PAUL, MN
[illegible]	SANTA ANA, CA	100.8	CINCINNATI, OH
131.0	SAN DIEGO, CA	99.9	TACOMA, WA
129.4	WASHINGTON, DC	99.6	LEXINGTON, KY
127.2	PHILADELPHIA, PA	99.8	MINNEAPOLIS, MN
[illegible]	LONG BEACH, CA	99.7	TUCSON, AZ
[illegible]	LOS ANGELES, CA	99.6	NASHVILLE, TN
[illegible]	ANCHORAGE, AK	98.5	CHARLOTTE, NC
[illegible]	PROVIDENCE, RI	98.3	INDIANAPOLIS, IN
[illegible]	SAN JOSE, CA	98.5	BIRMINGHAM, AL
[illegible]	HONOLULU, HI	98.5	SYRACUSE, NY
121.1	WORCHESTER, MA	98.2	MEMPHIS, TN
[illegible]	CHICAGO, IL	97.8	EL PASO, TX
[illegible]	OAKLAND, CA	97.8	NEW ORLEANS, LA
114.4	ROCHESTER, NY	97.6	MONTGOMERY, AL
114.1	SACRAMENTO, CA	97.5	GREENSBORO, NC
111.1	SEATTLE, WA	97.5	ST. LOUIS, MO
[illegible]	MIAMI, FL	97.3	WICHITA, KS
[illegible]	DETROIT, MI	97.2	CORPUS CHRISTI, TX
[illegible]	WARREN, MI	97.1	SAN ANTONIO, TX
[illegible]	BALTIMORE, MD	97.0	JACKSON, MS
[illegible]	CLEVELAND, OH	96.8	SHREVEPORT, LA
[illegible]	FRESNO, CA	96.7	LITTLE ROCK, AR
[illegible]	BUFFALO, NY	96.7	MOBILE, AL
[illegible]	RICHMOND, VA	96.3	FORT WAYNE, IN
[illegible]	RIVERSIDE, CA	95.1	KANSAS CITY, KS
[illegible]	ATLANTA, GA	95.1	KANSAS CITY, MO
[illegible]	FLINT, MI	94.8	SALT LAKE CITY, UT
[illegible]	GRAND RAPIDS, MI	94.6	AUSTIN, TX
[illegible]	DALLAS, TX	94.3	LOUISVILLE, KY
[illegible]	ARLINGTON, TX	94.2	OKLAHOMA CITY, OK
[illegible]	DES MOINES, IA	94.0	JACKSONVILLE, FL
[illegible]	FORT WORTH, TX	93.7	COLUMBUS, GA
[illegible]	TOLEDO, OH	93.6	AKRON, OH
[illegible]	PORTLAND, OR	93.5	BATON ROUGE, LA
[illegible]	PHOENIX, AZ	93.4	LUBBOCK, TX
[illegible]	PITTSBURGH, PA	93.2	LINCOLN, NE
[illegible]	COLUMBUS, OH	92.6	OMAHA, NE
[illegible]	MADISON, WI	92.1	SPOKANE, WA
102.0	MILWAUKEE, WI	92.1	TULSA, OK
101.9	HOUSTON, TX	91.7	COLORADO SPRINGS
101.6	ST. PETERSBURG, FL	91.7	KNOXVILLE, TN
101.6	TAMPA, FL	90.2	CHATTANOOGA, TN
		106.9	AVERAGE

a=geographic approximation; b= AFT cost-of-living index

TABLE I-8

MA-MAXIMUM SALARIES ADJUSTED BY 1989 ACCRA COST-OF-LIVING INDEX RANKED BY ADJUSTED MA-MAXIMUM SALARY

		MA Maximum	MA Steps	MA Rank	ACCRA COL Index	Adjusted MA-Max
1	ROCHESTER, NY	$47,892	26	1	114.4	$41,848
2	PITTSBURGH, PA	42,500	10	4	102.5	41,463
3	WARREN, MI	43,956	12	3	110.0	39,960
4	OMAHA, NE	36,800	20	30	92.6	39,741
5	COLORADO SPRINGS	35,654	17	40	91.7	38,881
6	MINNEAPOLIS, MN	38,345	11	19	99.8	38,422
7	FORT WAYNE, IN	36,910	18	28	96.3	38,338
8	FLINT, MI	39,651	12	12	104.0	38,128
9	ST. PAUL, MN	38,150	12	21	100.9	37,810
10	VIRGINIA BEACH, VA	38,060	23	22	101.1	37,646
11	AKRON, OH	35,210	13	43	93.6	37,618
12	RIVERSIDE, CA	39,765	14	10	106.7	37,266
13	ST. LOUIS, MO	36,048	20	36	97.5	36,972
14	DETROIT, MI	40,503	11	9	110.0	36,821
15	TUCSON, AZ	36,263	14	35	99.7	36,372
16	MILWAUKEE, WI	36,874	16	29	102.0	36,151
17	JACKSONVILLE, FL	33,726	18	57	94.0	35,879
18	COLUMBUS, OH	36,588	15	32	102.4	35,730
19	GRAND RAPIDS, MI	37,140	11	27	104.0	35,712
20	SAN ANTONIO, TX	34,596	16	53	97.1	35,631
21	CINCINNATI, OH	35,774	13	39	100.8	35,490
22	PHOENIX, AZ	36,473	13	33	102.8	35,490
23	AURORA, CO	35,934	13	37	101.5	35,403
24	INDIANAPOLIS, IN	34,867	20	48	99.3	35,113
25	CHARLOTTE, NC	34,806	25	50	99.5	34,981
26	MIAMI, FL	38,500	14	18	110.1	34,968
27	GREENSBORO, NC	34,080	21	56	97.5	34,954
28	TOLEDO, OH	35,800	15	38	103.1	34,724
29	MADISON, WI	35,438	15	42	102.2	34,689
30	ARLINGTON, TX	35,586	20	41	103.2	34,483
31	DENVER, CO	34,966	13	45	101.5	34,449
32	NORFOLK, VA	34,750	18	51	101.1	34,372
33	JERSEY CITY, NJ	45,565	17	2	133.0	34,259
34	DAYTON, OH	34,497	15	54	101.1	34,122
35	CLEVELAND, OH	37,221	16	26	109.5	33,992
36	LINCOLN, NE	31,659	17	67	93.2	33,969
37	CHATTANOOGA, TN	30,567	17	76	90.2	33,898
38	SYRACUSE, NY	33,316	15	60	98.5	33,823
39	EL PASO, TX	32,330	24	64	97.8	33,067
40	DALLAS, TX	34,200	19	55	103.8	32,948
41	ANCHORAGE, AK	41,336	11	7	125.7	32,886
42	HOUSTON, TX	33,500	20	59	101.9	32,875
43	ATLANTA, GA	34,896	14	47	106.5	32,786
44	AUSTIN, TX	30,950	15	75	94.6	32,717
45	ST. PETERSBURG, FL	33,200	17	61	101.6	32,677
46	LUBBOCK, TX	30,400	36	80	93.4	32,548
47	BUFFALO, NY	34,817	14	49	107.2	32,479
48	COLUMBUS, GA	30,428	18	79	93.7	32,474
49	LOUISVILLE, KY	30,456	17	78	94.3	32,297
50	FRESNO, CA	34,939		46	108.7	32,143
51	KANSAS CITY, MO	$30,510	15	77	95.1	$32,082
52	MEMPHIS, TN	31,327	22	69	98.2	31,901
53	BALTIMORE, MD	34,661	12	52	109.5	31,654
54	TULSA, OK	29,093	15	84	92.1	31,588
55	CHICAGO, IL	37,958	15	23	120.3	31,553
56	FORT WORTH, TX	32,500	25	62	103.2	31,492
57	NASHVILLE, TN	31,304	16	70	99.6	31,430
58	LONG BEACH, CA	39,532	14	13	126.5	31,251
59	LEXINGTON, KY	31,106	16	72	99.8	31,168
60	CORPUS CHRISTI, TX	30,275	24	81	97.2	31,147
61	PORTLAND, OR	31,963	16	66	103.0	31,032
62	KNOXVILLE, TN	28,315	18	88	91.7	30,878
63	TAMPA, FL	31,252	17	71	101.6	30,760
64	NEWARK, NJ	40,832	13	8	133.0	30,701
65	LOS ANGELES, CA	38,796	10	16	126.5	30,670
66	SALT LAKE CITY, UT	29,042	12	85	94.8	30,635
67	HONOLULU, HI	37,400	14	24	122.5	30,526
68	PHILADELPHIA, PA	38,778	11	17	127.2	30,486
69	DES MOINES, IA	31,406	16	68	103.2	30,432
70	PROVIDENCE, RI	37,360	10	25	123.2	30,325
71	TACOMA, WA	30,035	13	83	99.9	30,065
72	ANAHEIM, CA	39,758	12	11	132.3	30,051
73	RICHMOND, VA	32,212	18	65	107.2	30,049
74	WASHINGTON, DC	38,194	13	20	128.4	29,746
75	LAS VEGAS, NV	30,062	11	82	101.4	29,647
76	HUNTINGTON BEACH	39,184	10	14	132.3	29,618
77	SANTA ANA, CA	39,071	12	15	132.3	29,532
78	JACKSON, MS	28,582	20	86	97.0	29,467
79	SPOKANE, WA	27,002	11	94	92.1	29,318
80	WICHITA, KS	28,386	11	87	97.3	29,174
81	KANSAS CITY, KS	27,664	15	90	95.1	29,089
82	OKLAHOMA CITY, OK	26,909	18	95	94.2	28,566
83	LITTLE ROCK, AR	27,488	14	92	96.7	28,425
84	BIRMINGHAM, AL	27,620	12	91	98.5	28,041
85	MONTGOMERY, AL	27,320	25	93	97.6	27,992
86	WORCHESTER, MA	33,595	11	58	121.1	27,742
87	NEW ORLEANS, LA	26,800	15	96	97.8	27,403
88	MOBILE, AL	26,327	20	97	96.7	27,225
89	SACRAMENTO, CA	30,962	12	74	114.1	27,136
90	NEW YORK, NY	42,345	15	5	157.2	26,937
91	YONKERS, NY	42,245	15	6	157.2	26,873
92	SAN DIEGO, CA	35,109	12	44	131.0	26,801
93	SHREVEPORT, LA	25,626	15	99	96.8	26,473
94	BATON ROUGE, LA	24,721	14	100	93.5	26,440
95	SAN JOSE, CA	32,414	10	63	123.0	26,353
96	OAKLAND, CA	30,970	13	73	119.7	25,873
97	ALBUQUERQUE, NM	26,215	18	98	101.5	25,828
98	SEATTLE, WA	28,008	12	89	111.1	25,210
99	SAN FRANCISCO, CA	36,313	14	34	144.5	25,130
100	BOSTON, MA	36,700	7	31	152.3	24,097
	AVERAGE	$34,271	15.6		106.9	$32,274

(a) Average of 289 U.S. Cities = 100)

Table I–9

RATIO OF 1988–89 TEACHERS SALARY TO 1988 AVERAGE ANNUAL PAY IN THE METRO AREA RANKED BY MA MAX TO AVERAGE PAY RATIO

		Metro Area Annual Pay	MA Maximum	MA Steps	MA Rank	Salary to Annual Pay Ratio			Metro Area Annual Pay	MA Maximum	MA Steps	MA Rank	Salary to Annual Pay Ratio
1	ROCHESTER, NY	$23,469	$47,892	26	1	2.04	51	DES MOINES, IA	$20,302	$31,406	16	68	1.55
2	VIRGINIA BEACH, VA	18,965	38,080	23	22	2.00	52	SYRACUSE, NY	21,606	33,316	15	60	1.54
3	RIVERSIDE, CA	20,216	39,785	14	10	1.97	53	MEMPHIS, TN	20,371	31,327	22	69	1.54
4	FRESNO, CA	17,906	34,939		46	1.95	54	FORT WORTH, TX	21,186	32,500	25	62	1.53
5	PITTSBURGH, PA	21,943	42,500	10	4	1.94	55	NASHVILLE, TN	20,489	31,204	16	70	1.53
6	EL PASO, TX	16,731	32,330	24	64	1.93	56	DETROIT, MI	26,602	40,503	11	9	1.52
7	OMAHA, NE	19,174	36,800	20	30	1.92	57	AURORA, CO	23,841	35,934	13	37	1.52
8	TUCSON, AZ	19,106	36,263	14	35	1.90	58	LONG BEACH, CA	26,011	39,532	14	13	1.52
9	JERSEY CITY, NJ	24,146	45,565	17	2	1.89	59	LOUISVILLE, KY	20,048	30,486	17	78	1.52
10	PROVIDENCE, RI	20,069	37,360	10	25	1.86	60	AUSTIN, TX	20,394	30,960	15	75	1.52
11	NORFOLK, VA	18,963	34,750	18	51	1.83	61	RICHMOND, VA	21,283	32,212	18	65	1.51
12	COLORADO SPRINGS	19,627	35,654	17	40	1.82	62	HUNTINGTON BEACH	26,011	39,184	10	14	1.51
13	SAN ANTONIO, TX	19,325	34,596	16	53	1.79	63	SPOKANE, WA	18,009	27,002	11	94	1.50
14	LINCOLN, NE	17,795	31,659	17	67	1.78	64	ARLINGTON, TX	23,782	35,586	20	41	1.50
15	ST. PETERSBURG, FL	18,713	33,200	17	61	1.77	65	LOS ANGELES, CA	26,011	38,798	10	16	1.49
16	HONOLULU, HI	21,196	37,400	14	24	1.76	66	PORTLAND, OR	21,444	31,963	16	66	1.49
17	MIAMI, FL	21,862	38,500	14	18	1.76	67	SALT LAKE CITY, UT	19,496	29,042	12	85	1.49
18	COLUMBUS, GA	17,367	30,428	18	79	1.75	68	ATLANTA, GA	23,440	34,896	14	47	1.49
19	MADISON, WI	20,253	35,438	15	42	1.75	69	KNOXVILLE, TN	19,035	28,315	18	88	1.49
20	FORT WAYNE, IN	21,268	36,910	18	28	1.74	70	JACKSON, MS	19,238	28,582	20	86	1.49
21	LUBBOCK, TX	17,564	30,400	36	80	1.73	71	DENVER, CO	23,841	34,986	13	45	1.48
22	COLUMBUS, OH	21,301	36,588	15	32	1.72	72	CHICAGO, IL	25,698	37,958	15	23	1.48
23	BUFFALO, NY	20,319	34,817	14	49	1.71	73	NEWARK, NJ	27,648	40,832	13	8	1.48
24	GRAND RAPIDS, MI	21,812	37,140	11	27	1.70	74	LAS VEGAS, NV	20,368	30,062	11	82	1.48
25	PHOENIX, AZ	21,438	36,473	13	33	1.70	75	MONTGOMERY, AL	18,525	27,320	25	93	1.47
26	MILWAUKEE, WI	21,800	36,874	16	29	1.69	76	FLINT, MI	26,900	39,651	12	12	1.47
27	JACKSONVILLE, FL	19,986	33,726	18	57	1.69	77	ANCHORAGE, AK	28,715	41,336	11	7	1.44
28	GREENSBORO, NC	20,204	34,080	21	56	1.69	78	LITTLE ROCK, AR	19,252	27,488	14	92	1.43
29	CHARLOTTE, NC	20,696	34,806	25	50	1.68	79	MOBILE, AL	18,454	26,327	20	97	1.43
30	TAMPA, FL	18,713	31,252	17	71	1.67	80	BOSTON, MA	25,731	36,700	7	31	1.43
31	WARREN, MI	26,602	43,956	12	3	1.65	81	WASHINGTON, DC	26,779	38,194	13	20	1.43
32	ANAHEIM, CA	24,264	39,758	12	11	1.64	82	KANSAS CITY, MO	21,596	30,510	15	77	1.41
33	LEXINGTON, KY	19,063	31,106	16	72	1.63	83	SACRAMENTO, CA	21,937	30,962	12	74	1.41
34	TOLEDO, OH	21,984	35,800	15	38	1.63	84	DALLAS, TX	24,463	34,200	19	55	1.40
35	CINCINNATI, OH	21,976	35,774	13	39	1.63	85	NEW YORK, NY	30,578	42,345	15	5	1.38
36	MINNEAPOLIS, MN	23,618	38,345	11	19	1.62	86	YONKERS, NY	30,578	42,245	15	6	1.38
37	PHILADELPHIA, PA	23,896	38,778	11	17	1.62	87	HOUSTON, TX	24,410	33,500	20	59	1.37
38	ST. PAUL, MN	23,618	38,150	12	21	1.62	88	TULSA, OK	21,343	29,093	16	84	1.36
39	CLEVELAND, OH	23,051	37,221	16	26	1.61	89	OKLAHOMA CITY, OK	19,996	26,909	18	95	1.35
40	TACOMA, WA	18,644	30,035	13	83	1.61	90	BIRMINGHAM, AL	20,775	27,620	12	91	1.33
41	SANTA ANA, CA	24,264	39,071	12	15	1.61	91	ALBUQUERQUE, NM	19,719	26,215	18	96	1.33
42	AKRON, OH	22,010	35,210	13	43	1.60	92	SHREVEPORT, LA	19,292	25,626	15	99	1.33
43	INDIANAPOLIS, IN	21,877	34,867	20	48	1.59	93	WICHITA, KS	21,547	28,386	11	87	1.32
44	ST. LOUIS, MO	22,735	36,048	20	36	1.59	94	NEW ORLEANS, LA	20,389	26,800	15	96	1.31
45	SAN DIEGO, CA	22,183	35,109	12	44	1.58	95	SAN FRANCISCO, CA	27,859	36,313	14	34	1.30
46	DAYTON, OH	21,978	34,497	15	54	1.57	96	KANSAS CITY, KS	21,596	27,664	15	90	1.28
47	CORPUS CHRISTI, TX	19,375	30,275	24	81	1.56	97	BATON ROUGE, LA	19,901	24,721	14	100	1.24
48	WORCHESTER, MA	21,555	33,595	11	58	1.56	98	OAKLAND, CA	25,183	30,970	13	73	1.23
49	BALTIMORE, MD	22,242	34,661	12	52	1.56	99	SEATTLE, WA	23,436	28,008	12	89	1.20
50	CHATTANOOGA, TN	19,730	30,567	17	76	1.55	100	SAN JOSE, CA	29,521	32,414	10	63	1.10
								AVERAGE	$22,833	$34,271	16		1.50

AFT Local Union Teacher Salary Survey (DOD Data Base)

Table I–10

THE RATIO OF 1988–89 MA–MAXIMUM SALARIES TO THE STATE AVERAGE RANKED BY THE MA–MAXIMUM TO AVERAGE SALARY RATIO

		MA Maximum	MA Steps	MA Rank	State Average	MA Max to State Ratio			MA Maximum	MA Steps	MA Rank	State Average	MA Max to State Ratio
1	OMAHA, NE	$36,800	20	30	$23,845	1.54	51	DENVER, CO	$34,966	13	45	$29,557	1.18
2	MIAMI, FL	38,500	14	18	26,971	1.43	52	DAYTON, OH	34,497	15	54	29,166	1.18
3	ST. LOUIS, MO	36,048	20	36	25,981	1.39	53	KANSAS CITY, MO	30,510	15	77	25,981	1.17
4	JERSEY CITY, NJ	45,565	17	2	32,862	1.39	54	AUSTIN, TX	30,960	15	75	26,513	1.17
5	PITTSBURGH, PA	42,500	10	4	31,248	1.36	55	TAMPA, FL	31,252	17	71	26,971	1.16
6	CHARLOTTE, NC	34,806	25	50	25,660	1.36	56	NEW YORK, NY	42,345	15	5	36,654	1.16
7	ARLINGTON, TX	35,586	20	41	26,513	1.34	57	YONKERS, NY	42,245	15	6	36,654	1.15
8	GREENSBORO, NC	34,060	21	56	25,660	1.33	58	OKLAHOMA CITY, OK	26,909	18	95	23,400	1.15
9	LINCOLN, NE	31,659	17	67	23,845	1.33	59	LUBBOCK, TX	30,400	36	80	26,513	1.15
10	VIRGINIA BEACH, VA	38,060	23	22	29,066	1.31	60	CORPUS CHRISTI, TX	30,275	24	81	26,513	1.14
11	ROCHESTER, NY	47,892	26	1	36,654	1.31	61	MADISON, WI	35,438	15	42	31,046	1.14
12	SAN ANTONIO, TX	34,596	16	53	26,513	1.30	62	SHREVEPORT, LA	25,626	15	99	22,469	1.14
13	ATLANTA, GA	34,896	14	47	26,920	1.30	63	DETROIT, MI	40,503	11	9	35,530	1.14
14	DALLAS, TX	34,200	19	55	26,513	1.29	64	BOSTON, MA	36,700	7	31	32,200	1.14
15	PHOENIX, AZ	36,473	13	33	28,499	1.28	65	RIVERSIDE, CA	39,765	14	10	35,172	1.13
16	CLEVELAND, OH	37,221	16	26	29,166	1.28	66	ANAHEIM, CA	39,758	12	11	35,172	1.13
17	TUCSON, AZ	36,263	14	35	28,499	1.27	67	COLUMBUS, GA	30,428	18	79	26,920	1.13
18	JACKSON, MS	28,582	20	86	22,579	1.27	68	LONG BEACH, CA	39,532	14	13	35,172	1.12
19	FORT WAYNE, IN	36,910	18	28	29,169	1.27	69	FLINT, MI	39,651	12	12	35,530	1.12
20	LITTLE ROCK, AR	27,488	14	92	21,736	1.26	70	HUNTINGTON BEACH	39,184	10	14	35,172	1.11
21	HOUSTON, TX	33,500	20	59	26,513	1.26	71	SANTA ANA, CA	39,071	12	15	35,172	1.11
22	SALT LAKE CITY, UT	29,042	12	85	23,023	1.26	72	RICHMOND, VA	32,212	18	65	29,056	1.11
23	COLUMBUS, OH	36,588	15	32	29,166	1.25	73	KNOXVILLE, TN	28,315	18	88	25,619	1.11
24	JACKSONVILLE, FL	33,726	18	57	26,971	1.25	74	LOS ANGELES, CA	38,798	10	16	35,172	1.10
25	LEXINGTON, KY	31,106	16	72	24,920	1.25	75	BATON ROUGE, LA	24,721	14	100	22,469	1.10
26	TULSA, OK	29,093	15	84	23,400	1.24	76	BIRMINGHAM, AL	27,620	12	91	25,190	1.10
27	NEWARK, NJ	40,832	13	8	32,862	1.24	77	GRAND RAPIDS, MI	37,140	11	27	33,900	1.10
28	PHILADELPHIA, PA	38,778	11	17	31,248	1.24	78	WICHITA, KS	28,386	11	87	25,992	1.09
29	WARREN, MI	43,956	12	3	35,530	1.24	79	PROVIDENCE, RI	37,360	10	25	34,234	1.09
30	ST. PETERSBURG, FL	33,200	17	61	26,971	1.23	80	PORTLAND, OR	31,963	16	66	29,385	1.09
31	TOLEDO, OH	35,800	15	38	29,166	1.23	81	MONTGOMERY, AL	27,320	25	93	25,190	1.08
32	CINCINNATI, OH	35,774	13	39	29,166	1.23	82	ALBUQUERQUE, NM	26,215	18	98	24,554	1.07
33	FORT WORTH, TX	32,500	25	62	26,513	1.23	83	KANSAS CITY, KS	27,664	15	90	25,992	1.06
34	MEMPHIS, TN	31,327	22	69	25,619	1.22	84	MOBILE, AL	26,327	20	97	25,190	1.05
35	LOUISVILLE, KY	30,456	17	78	24,920	1.22	85	WORCHESTER, MA	33,595	11	58	32,200	1.04
36	NASHVILLE, TN	31,304	16	70	25,619	1.22	86	LAS VEGAS, NV	30,062	11	82	28,836	1.04
37	MINNEAPOLIS, MN	38,345	11	19	31,396	1.22	87	WASHINGTON, DC	38,194	13	20	36,787	1.04
38	EL PASO, TX	32,330	24	64	26,513	1.22	88	SAN FRANCISCO, CA	36,313	14	34	35,172	1.03
39	CHICAGO, IL	37,958	15	23	31,196	1.22	89	TACOMA, WA	30,035	13	83	29,146	1.03
40	AURORA, CO	35,934	13	37	29,557	1.22	90	BALTIMORE, MD	34,661	12	52	33,900	1.02
41	ST. PAUL, MN	38,150	12	21	31,396	1.22	91	SAN DIEGO, CA	35,109	12	44	35,172	1.00
42	DES MOINES, IA	31,406	16	68	25,884	1.21	92	FRESNO, CA	34,939		46	35,172	0.99
43	AKRON, OH	35,210	13	43	29,166	1.21	93	ANCHORAGE, AK	41,336	11	7	41,832	0.99
44	COLORADO SPRINGS	35,654	17	40	29,557	1.21	94	SEATTLE, WA	28,008	12	89	29,146	0.96
45	NORFOLK, VA	34,750	18	51	29,056	1.20	95	BUFFALO, NY	34,817	14	49	36,654	0.95
46	INDIANAPOLIS, IN	34,867	20	48	29,169	1.20	96	SPOKANE, WA	27,002	11	94	29,146	0.93
47	HONOLULU, HI	37,400	14	24	31,307	1.19	97	SAN JOSE, CA	32,414	10	63	35,172	0.92
48	CHATTANOOGA, TN	30,567	17	76	25,619	1.19	98	SYRACUSE, NY	33,316	15	60	36,654	0.91
49	NEW ORLEANS, LA	26,800	15	96	22,469	1.19	99	OAKLAND, CA	30,970	13	73	35,172	0.88
50	MILWAUKEE, WI	36,874	16	29	31,046	1.19	100	SACRAMENTO, CA	30,962	12	74	35,172	0.88
								AVERAGE	$34,271			$29,629	1.16

AFT Local Union Teacher Salary Survey (DOD Data Base)

II. Fiscal Information for Fifty Large School Districts

Fiscal information helps local unions succeed in a number of ways ranging from collective bargaining to public relations. Such data support activities related to bargaining including hiring, layoffs, salary negotiations, and identifying problems associated with a poor economic environment. Comparative fiscal data for school districts, particularly from financial statements budgets, are among the most difficult to obtain. The data in this section come from a survey of the nation's largest school districts conducted by the national newspaper City & State ("The Top 50 School Districts," August 28, 1989, pp. 12-21).

City & State published the data as reported to them. The tabulations of the data presented in this report adjusted the data slightly as noted in the tables. Some of the City & State data may count nonsupervisory professional personnel as teachers. While City & State merely noted that some districts include some or all federal revenue in the general fund, the figures in Tables II-1 and II-3 exclude federal revenue from the general fund to facilitate accurate comparisons.

Intercity comparisons of financial data should be carefully conducted. All of the 1988-89 figures are estimates, perhaps just budgeted amounts. Table II-4 shows the accuracy of the 1987-88 estimates compared to the actual figures known one year later. Personnel estimates may reflect either actual employees or budgeted positions. Districts with deficits or excessive fund balances can disguise their true fund balance situation by manipulating the budgeted revenue, expenditure, and fund balance figures. In many cases, the estimated figures diverge considerably from the actual figures. On average, however, estimated revenues overstate actuals by 0.9 percent, estimated expenditures understate actuals by 1.9 percent, and fund balances tend to rise by one percentage point.

Regardless of the accuracy of the estimates, some fund balances may not be GAAP (Generally Accepted Accounting Principles) fund balances. Even if the fund balance is a GAAP balance, the balance reported by the district may or may not include reserved and designated fund balances. Another problem is that accounting systems vary from state to state and district to district within the limits of GAAP accounting standards so that the fund balance information may or may not include interfund transfers, interfund borrowing, or other accounting adjustments.

General fund expenditure data should also be carefully interpreted because the various accounting systems include different expenditure items in the general fund. In some cites, transportation and most capital expenditures are in the general fund, while in others, they are treated as separate funds. Transportation, for example, is part of the general fund in Detroit but is a separate fund in

Minneapolis. Expenditure data are reported in a more uniform way in the U.S. Department of Education's Digest of Education Statistics, 1989 for the 1986-87 school year. The U.S. Bureau of the Census also publishes spending and revenue data in Finances of Public School Systems in 1986-87 (GF87-10, 1989).

Despite these data corrections and caveats, the City & State survey provides the most current data on spending and revenues and the only available information on fund balances. Union locals are encouraged to get the best financial information possible for their own local and not rely on the financial information in this report. Highlights include:

Staffing and Personnel (Table II-1):

- The ratio of students to teachers averaged 16.9, compared to a national average reported by the U.S. Department of Education of 17.4 for the nation as a whole.

- Newark had the lowest ratio of students to teachers at 11.5 followed by St. Louis (12.4), Boston (12.6), Baltimore County (13.5), and Pittsburgh (14.0). Los Angeles, Long Beach, Memphis, and Polk County had a ratio over 20.0 students to a teacher.

- Teachers comprised only 54.1 percent of all employees, but 33 districts had ratios between 50.0 and 60.0. The U.S. Department of Education reports that teachers comprised 53.1 percent of all school employees for the nation as a whole.

- Montgomery County, Maryland had the highest percentage of employees as teachers at 68.7 percent followed by Baltimore County (63.9%), Las Vegas (63.8%), and Columbus, Ohio (60.8%).

General Fund Expenditures (Table II-2):

- The 50 districts in the survey averaged $4,365 in general fund expenditures per pupil an 8.8 percent increase. The comparable figure in 1987-88 was $4,009. (Note that expenditures included in the general fund vary somewhat between districts.)

- Pittsburgh spent $7,163 per pupil followed by Boston, New York, Portland, St. Louis, and Montgomery County, Maryland.

- Memphis spent $1,700 less than the fifty-city average at $2,521 per pupil. Fort Worth, Albuquerque, New Orleans, and Houston also ranked at the bottom.

- After adjusting general fund expenditures per pupil by the interarea cost-of-living index described in Table I-7, many rankings changed but Pittsburgh, Portland and St. Louis remained at the top of the list. Memphis, Forth Worth and Albuquerque remained in the bottom six, joined by three California districts.

Local Share of Current Fund Revenue

- Among the 50 cities, the local portion of general fund revenue averaged 48.7 percent--a proportion higher than the national average and about the same as the 46.1 figure in 1987-88 and the 45.9 figure in 1986-87. In 1986-87, according to the most recent data from the U.S. Department of Education, 43.9 percent of school funding for current expenditures in all school districts came from local sources.

- Montgomery County depended the most on local sources (89.4%), followed by Portland (83.7%), Denver (83.3%), Fairfax County (81.3%), and Baltimore County (79.1%).

- San Diego provided the least local revenue at just 1.8 percent followed by Albuquerque at 2.2%. Four other California school districts, all of which provided less than 19 percent of revenue from local sources, rounded out the bottom six.

Fund Balances (Table II-3):

- Actual general fund balances reported by the 50 districts for 1987-88 was 5.9 percent of revenues, down from 6.4% in 1986-87, but higher than the 1985-86 average of 5.6 percent.

- Revenue was expected to fall short of expenditures by 1.0 percent leaving an average projected ending fund balance of 4.5 percent.

- Milwaukee had the highest general fund balance in 1987-88 at 22.3 percent, followed by Houston (21.3%) and several districts with 14 percent fund balances--Columbus, Ohio; Cobb County; St. Louis; and Atlanta. San Diego, Los Angeles, and Broward County (Ft. Lauderdale) expected a substantial diminishment of the fund balance.

- Only Detroit (-10.5%) showed a negative fund balance. Detroit expected to stay in a deficit position, reaching 15 percent of revenues. (A successful deficit reduction referendum in September 1989 eliminated the deficit.)

- Several districts expected revenue shortfalls in excess of 5 percent--San Diego (-10.7%), Los Angeles (-7.5%), Fort Lauderdale (-7.5%), and Atlanta (-6.8%). No district expected a revenue excess of greater than 5 percent.

The Variance of Estimated and Actual Revenues, Expenditures and Fund Balances (Table II-4):

- Actual ending fund balances, averaging 5.7 percent of revenues, were higher than the projected ending fund balance of 4.9 percent.

- No district had an unexpectedly large decrease in the fund balance from the estimated figure.

- San Diego's unexpectedly large increase in the ending fund balance, which changed from a projection of .2 percent to 11.3 percent, resulted from lower than expected expenditures that were not offset by lower revenues.

- A combination of higher than expected revenues and lower than expected expenditures resulted in the large increase in the actual fund balance compared to the projections in Austin and Newark.

- Actual expenditures decreased more relative to the projections than the decrease in revenue in Los Angeles (finishing at 8.7% instead of the projected .6%), San Francisco, and New Orleans, resulting in ending fund balances higher than the projections.

TABLE II–1

BASIC PUPIL, TEACHER AND [illegible]YEE DATA IN [illegible] SCHOOL DISTRICTS RANKED BY 1992-93 [illegible]

		Pupils(b)	Teachers(a)	Rank	Pupil to Teacher Ratio	Rank	Percent of Employees Teachers	Rank
1	NEW YORK, NY	[illegible]	57,325	1	18.1	18	51.9%	36
2	LOS ANGELES, CA	[illegible]	29,000	2	24.0	50	50.9%	41
3	CHICAGO, IL	[illegible]	24,832	3	16.8	20	58.7%	13
4	DADE COUNTY, FL	[illegible]	14,737	4	18.0	41	60.1%	7
5	PHILADELPHIA, PA	[illegible]	10,880	5	17.7	37	49.1%	42
6	HOUSTON, TX	[illegible]	10,469	6	17.3	32	59.4%	10
7	DETROIT, MI	[illegible]	9,057	7	19.8	45	51.9%	37
8	FT LAUDERDALE, FL	[illegible]	8,860	8	16.0	15	54.9%	25
9	DALLAS, TX	[illegible]	7,962	10	16.7	23	51.4%	39
10	FAIRFAX COUNTY, VA	[illegible]	8,431	9	18.3	13	59.9%	9
11	HILLSBOROUGH CO. (TAMPA), FL	[illegible]	7,723	11	16.7	21	52.3%	33
12	MEMPHIS, TN	[illegible]	5,907	20	21.4	48	60.9%	5
13	SAN DIEGO, CA	117,[illegible]	6,575	18	19.9	46	53.8%	27
14	BALTIMORE, MD	[illegible]	6,000	17	17.9	40	60.0%	8
15	CLARK CO. (LAS VEGAS), NV	108,179	5,830	22	19.0	44	63.8%	3
16	PRINCE GEORGE'S COUNTY, MD	104,140	6,017	16	17.3	31	50.8%	40
17	MONTGOMERY COUNTY, MD	[illegible]	6,897	12	16.0	12	68.7%	1
18	MILWAUKEE, WI	[illegible]	5,600	21	17.2	29	60.2%	6
19	PALM BEACH COUNTY, FL	[illegible]	6,400	13	14.8	9	45.8%	43
20	ORANGE CO. (ORLANDO), FL	[illegible]	6,282	14	14.5	6	51.7%	34
21	PINELLAS CO. (ST. PETERS.), FL	[illegible]	5,371	23	16.9	25	37.5%	50
22	JEFFERSON COUNTY, KY	[illegible]	5,161	24	17.2	28	45.1%	46
23	DISTRICT OF COLUMBIA	67,169	5,946	19	14.9	11	45.8%	44
24	ALBUQUERQUE, NM	[illegible]	4,801	25	17.7	38	51.7%	35
25	NEW ORLEANS, LA	83,113	4,775	26	17.4	35	52.8%	32
26	BALTIMORE COUNTY, MD	[illegible]	6,100	15	13.5	4	63.9%	2
27	JEFFERSON COUNTY, CO	75,310	4,342	32	17.3	33	42.0%	49
28	CHARLOTTE, NC	73,551	4,254	33	17.4	34	45.3%	45
29	CLEVELAND, OH	71,[illegible]	4,401	30	16.3	17	53.2%	31
30	DeKALB COUNTY, GA	71,314	4,545	28	15.7	14	53.8%	29
31	ATLANTA, GA	[illegible]	4,184	34	16.4	18	55.4%	21
32	LONG BEACH, CA	67,581	2,914	48	23.0	49	55.4%	22
33	COBB COUNTY, GA	[illegible]	3,707	41	17.8	39	58.5%	19
34	VIRGINIA BEACH, VA	[illegible]	3,578	38	16.9	26	55.3%	23
35	FORT WORTH, TX	[illegible]	3,546	42	18.4	42	44.8%	47
36	COLUMBUS, OH	[illegible]	4,486	29	14.5	8	60.8%	4
37	ANNE ARUNDEL CO., MD	64,575	3,852	37	16.8	24	58.9%	11
38	POLK COUNTY, FL	[illegible]	3,067	44	20.7	47	53.5%	28
39	SAN FRANCISCO, CA	[illegible]	3,798	39	16.7	22	53.9%	26
40	AUSTIN, TX	62,733	3,826	36	16.4	19	56.1%	20
41	DENVER, CO	57,[illegible]	3,946	35	14.5	7	44.3%	48
42	INDIANAPLOLIS, IN	[illegible]	3,289	43	17.3	30	55.0%	24
43	BOSTON, MA	[illegible]	4,383	31	12.8	3	57.2%	17
44	NEWARK, NJ	54,145	4,700	27	11.5	1	58.0%	14
45	PORTLAND, OR	[illegible]	2,906	46	18.9	43	57.9%	15
46	CINCINNATI, OH	51,416	2,953	45	17.4	36	58.9%	12
47	ST. LOUIS, MO	47,[illegible]	3,798	40	12.4	2	57.9%	16
48	ANCHORAGE, ALASKA	[illegible]	2,353	50	17.1	27	58.6%	18
49	PITTSBURGH, PA	39,549	2,826	47	14.0	5	53.4%	30
50	MINNEAPOLIS, MN	[illegible]	2,626	49	14.9	10	51.5%	38
	AVERAGE	125,464	7,279		18.9		54.1%	

TABLE II-2

PROJECTED 1988-89 GENERAL FUND EXPENDITURE AND REVENUE DATA

General Fund Expenditure Per Pupil (Excludes Federal Expenditures)			General Fund Expenditures Per Pupil Indexed to the Intercity Cost-of-Living Index (Average of 269 Cities=100)				Percent of General Fund Revenue (Excudes Federal Revenue) From Local Sources	
1	PITTSBURGH, PA	$7,163	1	PITTSBURGH, PA	102.5	$6,999	1 MONTGOMERY COUNTY, MD	89.4%
2	BOSTON, MA	6,409	2	ST. LOUIS, MO	97.5	5,866	2 PORTLAND, OR	83.7%
3	NEW YORK, NY	6,117	3	PORTLAND, OR	103.0	5,583	3 DENVER, CO	83.3%
4	PORTLAND, OR	5,750	4	LOUISVILLE, KY	94.3	5,213	4 FAIRFAX COUNTY, VA	81.3%
5	ST. LOUIS, MO	5,738	a 5	DENVER, CO	101.5	4,881	5 BALTIMORE COUNTY, MD	79.1%
6	MONTGOMERY COUNTY, MD	5,557	6	CINCINNATI, OH	100.3	4,844	6 DALLAS, TX	78.0%
7	FAIRFAX COUNTY, VA	5,513	7	MILWAUKEE, WI	102.0	4,820	7 AUSTIN, TX	77.0%
8	PHILADELPHIA, PA	5,463	8	MINNEAPOLIS, MN	99.8	4,509	8 BOSTON, MA	76.0%
9	NEWARK, NJ	5,312	9	CLEVELAND, OH	109.5	4,479	9 MINNEAPOLIS, MN	71.7%
10	DISTRICT OF COLUMBIA	5,297	10	MONTGOMERY COUNTY, MD	128.4	4,328	10 PITTSBURGH, PA	66.6%
11	ANCHORAGE, ALASKA	5,184	11	COLUMBUS, OH	102.4	4,318	11 ANNE ARUNDEL CO., MD	66.5%
12	DENVER, CO	4,954	12	PHILADELPHIA, PA	127.2	4,295	12 PALM BEACH COUNTY, FL	64.8%
13	LOUISVILLE, KY	4,916	13	FAIRFAX COUNTY, VA	128.4	4,293	13 LOUISVILLE, KY	63.1%
14	CLEVELAND, OH	4,904	14	BALTIMORE COUNTY, MD	109.5	4,268	14 PRINCE GEORGE'S COUNTY	62.2%
15	SAN DIEGO, CA	4,881	15	PINELLAS CO. (ST. PETERS.)	101.3	4,232	15 DeKALB COUNTY, GA	60.3%
16	BALTIMORE COUNTY, MD	4,674	16	BOSTON, MA	152.3	4,206	16 HOUSTON, TX	59.8%
17	CINCINNATI, OH	4,658	17	DeKALB COUNTY, GA	106.5	4,188	17 ATLANTA, GA	59.6%
18	MILWAUKEE, WI	4,611	18	PALM BEACH COUNTY, FL	110.3	4,131	18 FORT WORTH, TX	56.8%
19	PALM BEACH COUNTY, FL	4,556	19	DISTRICT OF COLUMBIA	128.4	4,125	19 CINCINNATI, OH	55.6%
20	FT LAUDERDALE, FL	4,525	20	ANCHORAGE, ALASKA	125.7	4,124	20 NEW YORK, NY	55.3%
21	MINNEAPOLIS, MN	4,500	21	FT LAUDERDALE, FL	110.1	4,110	21 COLUMBUS, OH	55.2%
22	DeKALB COUNTY, GA	4,461	22	AUSTIN, TX	94.8	4,081	22 CLARK CO. (LAS VEGAS), NV	54.3%
23	COLUMBUS, OH	4,421	23	ATLANTA, GA	106.5	4,030	23 VIRGINIA BEACH, VA	54.0%
24	DADE COUNTY, FL	4,416	24	ORANGE CO. (ORLANDO), FL	99.3	4,027	24 JEFFERSON COUNTY, CO	50.9%
25	ATLANTA, GA	4,292	25	DADE COUNTY, FL	110.1	4,011	25 COBB COUNTY, GA	46.1%
26	PINELLAS CO. (ST. PETERS.)	4,287	26	NEWARK, NJ	133.0	3,994	26 PINELLAS CO. (ST. PETERS.)	46.0%
27	PRINCE GEORGE'S COUNTY	4,286	27	CHARLOTTE, NC	99.5	3,979	27 FT LAUDERDALE, FL	45.5%
28	ANNE ARUNDEL CO., MD	4,133	28	JEFFERSON COUNTY, CO	101.5	3,975	28 NEW ORLEANS, LA	45.4%
29	SAN FRANCISCO, CA	4,093	29	NEW YORK, NY	157.2	3,891	29 MEMPHIS, TN	45.3%
30	JEFFERSON COUNTY, CO	4,035	30	ANNE ARUNDEL CO., MD	109.5	3,774	30 CLEVELAND, OH	45.3%
31	DETROIT, MI	4,031	31	INDIANAPOLIS, IN	99.3	3,692	31 CHICAGO, IL	42.7%
32	ORANGE CO. (ORLANDO), FL	3,999	32	DETROIT, MI	110.0	3,664	32 ORANGE CO. (ORLANDO), FL	42.0%
33	CHICAGO, IL	3,979	a 33	SAN DIEGO, CA	131.0	3,574	33 MILWAUKEE, WI	41.1%
34	CHARLOTTE, NC	3,959	34	DALLAS, TX	103.8	3,377	34 BALTIMORE, MD	40.7%
35	AUSTIN, TX	3,842	35	PRINCE GEORGE'S COUNTY	128.4	3,338	35 PHILADELPHIA, PA	40.5%
36	LOS ANGELES, CA	3,809	36	POLK COUNTY, FL	103.4	3,336	36 INDIANAPOLIS, IN	36.7%
37	INDIANAPOLIS, IN	3,666	37	HILLSBOROUGH CO. (TAMPA),	101.3	3,336	37 DADE COUNTY, FL	33.9%
38	BALTIMORE, MD	3,563	38	VIRGINIA BEACH, VA	101.1	3,332	38 CHARLOTTE, NC	32.4%
39	DALLAS, TX	3,506	39	CHICAGO, IL	120.3	3,306	39 ANCHORAGE, ALASKA	31.8%
40	POLK COUNTY, FL	3,449	40	BALTIMORE, MD	109.5	3,254	40 DETROIT, MI	31.5%
41	LONG BEACH, CA	3,413	41	CLARK CO. (LAS VEGAS), NV	101.4	3,170	41 HILLSBOROUGH CO. (TAMPA),	28.7%
42	HILLSBOROUGH CO. (TAMPA),	3,379	42	NEW ORLEANS, LA	97.8	3,141	42 POLK COUNTY, FL	27.0%
43	VIRGINIA BEACH, VA	3,369	43	COBB COUNTY, GA	106.5	3,117	43 NEWARK, NJ	25.9%
44	COBB COUNTY, GA	3,320	44	HOUSTON, TX	101.9	3,082	44 SAN FRANCISCO, CA	18.1%
45	CLARK CO. (LAS VEGAS), NV	3,215	45	ALBUQUERQUE, NM	101.5	3,016	45 LONG BEACH, CA	15.9%
46	HOUSTON, TX	3,140	46	LOS ANGELES, CA	129.5	3,011	46 LOS ANGELES, CA	13.8%
47	NEW ORLEANS, LA	3,072	47	FORT WORTH, TX	103.2	2,963	47 ALBUQUERQUE, NM	2.2%
48	ALBUQUERQUE, NM	3,061	48	SAN FRANCISCO, CA	144.5	2,833	48 SAN DIEGO, CA	1.8%
49	FORT WORTH, TX	3,058	49	LONG BEACH, CA	128.5	2,696	49 DISTRICT OF COLUMBIA	1.4%
50	MEMPHIS, TN	2,521	50	MEMPHIS, TN	98.2	2,567	50 ST. LOUIS, MO	na
	AVERAGE	$4,365		AVERAGE	111.4	$3,937	AVERAGE	48.7%

(a) AFT estimates

TABLE II-3

1987-88 ENDING GENERAL FUND BALANCE / [illegible] BALANCE PROJECTION RANKED BY [illegible] 1987-88 [illegible]

		1987-88 Ending Balance	1988-89 Revenue Increase	1988-89 Excess or (Shortfall)	Projected Ending Balance
1	MILWAUKEE, WI	[illegible]	3.7%	-0.8%	22.3%
2	HOUSTON, TX	21.3%	3.7%	-2.0%	18.3%
3	COLUMBUS, OH	14.2%	2.1%	-0.4%	14.1%
4	COBB COUNTY, GA	14.3%	12.6%	1.3%	14.0%
5	ST. LOUIS, MO	14.2%	6.5%	4.2%	17.5%
6	ATLANTA, GA	14.0%	-1.1%	-6.5%	7.3%
7	AUSTIN, TX	12.5%	0.6%	-1.9%	11.9%
8	SAN DIEGO, CA	11.7%	2.6%	-10.7%	0.3%
9	POLK COUNTY, FL	10.9%	10.3%	1.3%	11.2%
10	MEMPHIS, TN	10.5%	2.6%	-2.3%	8.2%
11	LOS ANGELES, CA	8.2%	8.7%	-7.8%	0.9%
12	FT LAUDERDALE, FL	8.8%	9.8%	-7.5%	0.4%
13	DALLAS, TX	8.8%	8.9%	-0.9%	7.2%
14	ANCHORAGE, ALASKA	8.1%	4.8%	2.2%	10.0%
15	PHILADELPHIA, PA	8.0%	3.7%	-3.0%	4.7%
16	DeKALB COUNTY, GA	7.8%	6.8%	-0.2%	7.2%
17	PORTLAND, OR	7.4%	5.2%	-5.8%	1.8%
18	NEWARK, NJ	7.1%	3.9%	-1.8%	5.1%
19	SAN FRANCISCO, CA	6.9%	6.2%	-2.1%	4.2%
20	PITTSBURGH, PA	6.8%	2.6%	0.0%	6.7%
21	LONG BEACH, CA	6.1%	1.8%	2.8%	8.8%
22	INDIANAPLOLIS, IN	5.3%	3.7%	-2.1%	3.0%
23	PINELLAS CO. (ST. PETERS.), FL	5.3%	8.6%	-1.8%	3.0%
24	FORT WORTH, TX	4.9%	4.8%	2.8%	7.8%
25	DADE COUNTY, FL	4.8%	15.7%	2.3%	8.2%
26	CINCINNATI, OH	4.4%	15.8%	-1.1%	2.7%
27	NEW ORLEANS, LA	4.2%	20.2%	1.1%	4.8%
28	CLARK CO. (LAS VEGAS), NV	4.1%	10.4%	0.8%	4.8%
29	HILLSBOROUGH CO. (TAMPA), FL	4.1%	8.4%	0.3%	4.1%
30	ORANGE CO. (ORLANDO), FL	4.0%	7.2%	-3.8%	0.2%
31	DISTRICT OF COLUMBIA	4.0%	5.8%	0.2%	3.8%
32	CHARLOTTE, NC	3.8%	10.8%	1.4%	5.0%
33	CHICAGO, IL	3.2%	5.8%	-2.7%	0.3%
34	ANNE ARUNDEL CO., MD	3.2%	7.4%	-2.1%	0.8%
35	DENVER, CO	2.8%	14.7%	0.0%	2.3%
36	PALM BEACH COUNTY, FL	2.3%	12.4%	-1.0%	1.0%
37	JEFFERSON COUNTY, CO	2.2%	9.4%	0.1%	1.8%
38	ALBUQUERQUE, NM	1.4%	8.8%	-0.7%	0.8%
39	PRINCE GEORGE'S COUNTY, MD	1.3%	8.1%	-0.8%	0.4%
40	BOSTON, MA	1.3%	8.3%	-1.2%	0.0%
41	CLEVELAND, OH	1.3% a	1.7%	2.8%	4.4%
42	FAIRFAX COUNTY, VA	1.2%	11.8%	2.0%	3.1%
43	VIRGINIA BEACH, VA	0.7%	13.3%	-0.8%	0.0%
44	LOUISVILLE, KY	0.7%	5.3%	0.0%	0.8%
45	MONTGOMERY COUNTY, MD	0.3%	11.2%	-0.1%	0.2%
46	NEW YORK, NY	0.0%	6.2%	0.0%	0.0%
47	MINNEAPOLIS, MN	0.0%	1.3%	0.0%	0.0%
48	BALTIMORE COUNTY, MD	0.0%	11.8%	0.0%	0.0%
49	BALTIMORE, MD	0.0%	12.0%	0.0%	0.0%
50	DETROIT, MI	-10.8%	3.2%	-4.8%	-15.3%
	AVERAGE	5.9%	7.3%	-1.0%	4.5%

Note: Percent of general fund revenues excluding federal revenues.

TABLE B-4

1987-88 ESTIMATED AND ACTUAL [illegible] EXPENDITURE AND GENERAL FUND BALANCE

	Revenue			Expenditure			Fund Balance			
							Dollars		% of Revenue	
	Estimate	Actual	Change	Estimate	Actual	Change	Estimate	Actual	Estimate	Actual
1 ALBUQUERQUE, NM	$241	$243	0.9%	$243	$243	0.9%	$3.5	$3.5	1.5%	1.4%
2 ATLANTA, GA	278	279	0.4%	288	281	-2.3%	31.3	36.9	11.3%	13.0%
3 AUSTIN, TX	234	238	1.5%	240	234	-2.7%	22.8	32.7	9.7%	13.9%
4 BALTIMORE, MD	444	382	-14.0%	444	382	-14.0%	0.0	0.0	0.0%	0.0%
5 BALTIMORE COUNTY, MD	346	347	0.0%	346	347	0.0%	14.2	0.0	4.1%	0.0%
6 BOSTON, MA	325	325	0.0%	325	325	0.1%	0.0	4.2	0.0%	1.3%
7 CHARLOTTE, NC	276	276	-0.1%	272	271	-0.3%	9.8	10.5	3.5%	3.9%
8 CHICAGO, IL	1,730	1,182	a	1,782	1,135	a	68.1	35.7	3.8%	3.2%
9 CINCINNATI, OH	244	205	-16.2%	254	215	-15.6%	9.0	9.0	3.7%	4.4%
10 CLARK CO. (LAS VEGAS), NV	310	310	0.0%	308	309	0.2%	13.2	12.6	4.3%	4.1%
11 CLEVELAND, OH	354	357	0.8%	315	318	1.0%		4.3 b		1.2% b
12 COLUMBUS, OH	279	281	0.5%	272	272	-0.0%	32.6	41.7	11.7%	14.8%
13 DADE COUNTY, FL	1,191	1,045	-12.2%	1,184	1,040	-12.2%	53.9	48.7	4.5%	4.5%
14 DALLAS, TX	453	453	-0.0%	443	448	1.3%	42.9	37.0	9.5%	8.2%
15 DeKALB COUNTY, GA	298	298	-0.0%	298	298	0.0%	23.5	23.4	7.9%	7.9%
16 DENVER, CO	253	249	-1.5%	256	254	-0.2%	10.5	8.5	4.1%	2.8%
17 DETROIT, MI	748	748	-0.5%	753	776	-0.9%	-70.4	-69.0	-9.4%	-9.3%
18 DISTRICT OF COLUMBIA	484	484	1.9%	484	488	0.7%	11.8	17.3	2.4%	3.5%
19 FAIRFAX COUNTY, VA	691	691	0.0%	694	694	0.0%	7.7	7.7	1.2%	1.2%
20 FORT WORTH, TX	186	187	0.5%	190	190	0.3%	13.7	9.8	7.0%	4.9%
21 FT LAUDERDALE, FL	595	548	-8.2%	618	534	-13.4%	13.8	47.2	2.3%	8.6%
22 HILLSBOROUGH CO. (TAMPA), FL	411	411	0.0%	395	399	0.9%	20.0	16.6	4.9%	4.0%
23 HOUSTON, TX	572	574	0.3%	580	583	0.5%	115.8	114.8	20.2%	20.0%
24 INDIANAPLOLIS, IN	188	188	4.9%	187	187	4.9%	13.2	10.4	7.0%	5.3%
25 JEFFERSON COUNTY, CO	278	277	-0.2%	284	280	-1.6%	2.1	6.1	0.8%	2.2%
26 LONG BEACH, CA	245	244	-0.2%	251	253	0.8%	16.9	14.1	6.9%	5.8%
27 LOS ANGELES, CA	2,569	2,388	-6.7%	2,684	2,389	-11.0%	16.5	207.1	0.6%	8.7%
28 LOUISVILLE, KY	298	415	a	295	415	a	2.8	2.7	1.0%	0.7%
29 MEMPHIS, TN	304	314	3.1%	312	303	-3.0%	22.5	33.1	7.4%	10.5%
30 MILWAUKEE, WI	485	454	-6.5%	485	461	-4.9%	102.6	96.1	21.2%	21.2%
31 MONTGOMERY COUNTY, MD	509	504	-0.9%	506	506	-0.2%	4.7	1.3	0.9%	0.3%
32 NEW ORLEANS, LA	218	219	0.5%	219	214	-2.4%	0.3	8.9	0.1%	4.1%
33 NEW YORK, NY	5,191	5,332	2.7%	5,191	5,332	2.7%	0.0	0.0	0.0%	0.0%
34 NEWARK, NJ	266	272	2.1%	275	267	-2.9%	5.8	19.4	2.2%	7.1%
35 ORANGE CO. (ORLANDO), FL	319	329	3.3%	329	329	0.0%	0.8	13.1	0.2%	4.0%
36 PALM BEACH COUNTY, FL	373	380	2.1%	370	372	0.7%	11.8	8.8	3.2%	2.3%
37 PHILADELPHIA, PA	998	995	-0.3%	979	979	-0.0%	80.2	79.0	8.1%	8.0%
38 PINELLAS CO. (ST. PETERS.), FL	328	351	7.7%	327	350	7.2%	17.8	18.5	5.5%	5.3%
39 PITTSBURGH, PA	276	276	0.0%	276	276	0.0%	18.9	18.9	6.8%	6.8%
40 POLK COUNTY, FL	199	201	1.3%	199	201	1.0%	21.3	21.9	10.7%	10.9%
41 PORTLAND, OR	256	276	7.4%	262	293	8.0%	25.8	20.4	10.1%	7.4%
42 PRINCE GEORGE'S COUNTY, MD	434	430	-1.0%	432	428	-0.9%	6.4	5.4	1.5%	1.3%
43 SAN DIEGO, CA	461	465	0.9%	537	487	-0.4%	1.2	56.2	0.2%	11.3%
44 SAN FRANCISCO, CA	291	289	-1.0%	285	248	-7.2%	6.1	16.4	2.3%	6.3%
45 ST. LOUIS, MO	96	97	-0.9%	94	94	0.8%	15.1	13.7	15.5%	14.2%
46 VIRGINIA BEACH, VA	229	198	-12.1%	226	200	-11.5%	0.0	1.4	0.0%	0.7%
47 COBB COUNTY, GA (c)										
48 ANCHORAGE, ALASKA (c)										
49 ANNE ARUNDEL CO., MD (c)										
50 MINNEAPOLIS, MN (c)										
AVERAGE	$558	$542	-0.9%	$564	$541	-1.9%	$18.2	$24.4	4.9%	5.7%

(a) Data are not comparable
(b) Unreserved, undesignated fund balance from audited financial statements
(c) Not surveyed in 1987-88

III. Results of the 1989-90 Local Union Teacher Salary Survey

The AFT's 100 largest locals serving elementary and secondary teachers were asked to provide extensive salary and staffing information for the current school year beginning Fall 1989. About 75 responded to the survey, and information from a variety of sources provided comparable data for a few others.

The abbreviated salary matrix contains step 1, step 5, step 10, and maximum scheduled salaries for four preparation levels: Bachelors degree, Masters degree, Masters plus 30 additional graduate hours, and the scheduled maximum. In Florida, the "specialist" level is listed under MA plus 30. The matrix also shows the number of years needed to achieve the maximum salary. Some schedules conform well to this matrix while others do not. Generally, the matrix was completed by the local. In some instances, the following changes were made: 1) Step 1 was made to correspond to where a beginning teacher would be hired (several districts have eliminated the lower steps and start teachers on a higher step and some districts start on step 0), and steps 5 and 10 were adjusted accordingly; 2) When possible, steps were equated to years of experience. The survey solicited longevity information from locals. Generally, the maximum salary corresponds to the scheduled salary reached in continuous (or near continuous) increments. Longevity increments usually designate the extra pay specifically identified in contracts as longevity pay added to the published salary schedule for teachers with substantial experience.

In addition to the basic salary matrix, other information appears to the right of the matrix to help interpret the salary data including the salary for a teacher with a Masters degree and 15 years of experience for 1988-89 and 1989-90, the estimated average experience level of teachers, the number of teachers, the number of new BA teachers, and the number of teachers retiring in the previous year. Some districts have very low beginning salaries but they also may have few beginning teachers.

The footnotes to each matrix provide information on the teacher supply and demand situation as perceived by local union leaders. Among the 74 locals providing such information, 22 believed that there is either a general shortage or shortages in specific areas, and another three anticipated shortages in the near future. Last year, 21 of the 57 reporting locals believed that there was either a general shortage or shortages in specific areas.

TABLE III-1

SCHEDULED TEACHER SALARIES IN LARGE AFT LOCALS, 1989-90

CA POWAY [illegible] Local: [illegible]

Contract Begins: 7/1/89 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	26,335	27,024	na	27,650
5	29,782	33,413	na	35,742
10	36,847	38,579	na	41,833
MAX	31,193	39,957	na	44,777
Yrs. to MAX	7	12	12	13
Longevity	na	2,142	na	2,142
Yrs. Needed	0	27	23	28

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$38,957
MA, 15yrs. 89-90:	$41,088
Average Experience:	10.0
Unit Size:	1,020
New Teachers:	98
Num.Teachers BA1:	22
Teachers Retired:	5

Shortage: Not a problem

Note: Salaries effective 2/1/90.

CA UNITED TEACHERS OF [illegible] Local: [illegible]

Contract Begins: 7/1/88 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	27,346	28,843	31,025	32,073
5	29,254	34,238	37,186	38,834
10	34,405	41,888	45,805	48,075
MAX	34,405	41,888	45,805	48,075
Yrs. to MAX	10	10	10	10
Longevity	2,000	2,000	2,000	2,000
Yrs. Needed	15	15	15	15

Affiliation of Bargaining Agent:	AFT/NEA
MA, 15yrs. 88-89:	$40,637
MA, 15yrs. 89-90:	$43,888
Average Experience:	na
Unit Size:	33,000
New Teachers:	na
Num.Teachers BA1:	na
Teachers Retired:	na

Shortage: Not a problem

Note: MA is the Min+56 lane; MA+30 is the Min+84 lane; shortages in bilingual.

CT BRISTOL FEDERATION OF [illegible] Local: 1464

Contract Begins: 7/1/89 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	22,853	25,812	28,959	30,959
5	34,438	38,264	40,873	44,893
10	na	na	na	na
MAX	40,230	44,590	47,880	51,880
Yrs. to MAX	7	7	7	7
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$41,000
MA, 15yrs. 89-90:	$44,590
Average Experience:	15.0
Unit Size:	640
New Teachers:	2
Num.Teachers BA1:	2
Teachers Retired:	8

Shortage: Not a problem

Note: About 70% of teachers at maximum—most at Masters & 6th year.

CT HARTFORD FEDERATION OF TEACHERS — Local 1018

Contract Begins: 7/1/89 Expires: 6/30/92

Step	BA	MA	MA30	MAX
1	26,188	28,283	31,425	35,615
5	36,663	40,853	43,995	48,185
10	na	na	na	na
MAX	41,900	45,043	48,185	52,395
Yrs. to MAX	6	6	6	6
Longevity	See note			
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent: AFT
MA, 15yrs. 88-89: $43,000
MA, 15yrs. 89-90: $45,043
Average Experience: na
Unit Size: 2,150
New Teachers: 175
Num.Teachers BA1: 120
Teachers Retired: na

Shortage: Not a problem

Note: Longevity is $100 per year after 10 years to retirement.

CT MERIDEN FEDERATION OF TEACHERS — Local 1728

Contract Begins: 9/1/89 Expires: 8/31/91

Step	BA	MA	MA30	MAX
1	27,714	29,290	31,481	31,481
5	30,143	31,725	34,399	34,399
10	39,654	42,930	45,734	45,734
MAX	41,330	44,643	47,490	47,490
Yrs. to MAX	11	11	11	11
Longevity	1,500	1,500	1,500	1,500
Yrs. Needed	25	25	25	22

Affiliation of Bargaining Agent: AFT
MA, 15yrs. 88-89: $44,643
MA, 15yrs. 89-90: $47,810
Average Experience: 18.0
Unit Size: 550
New Teachers: 3
Num.Teachers BA1: 2
Teachers Retired: 8

Shortage: Not a problem

Note: Longevity is $1,000 at year 18, plus another $500 at year 25.

CT NEW HAVEN FEDERATION OF TEACHERS — Local 933

Contract Begins: 7/89 Expires: 6/92

Step	BA	MA	MA30	MAX
1	26,177	27,946	24,863	33,023
5	31,744	33,324	35,431	38,591
10	40,399	41,974	44,086	47,246
MAX	47,165	48,749	50,861	54,029
Yrs. to MAX	13	13	13	13
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent: AFT
MA, 15yrs. 88-89: $44,838
MA, 15yrs. 89-90: $48,749
Average Experience: 12.0
Unit Size: 1,300
New Teachers: 50
Num.Teachers BA1: 100
Teachers Retired: 25

Shortage: Not a problem

Note: na

CT NORWALK FEDERATION OF TEACHERS — Local 1725

Contract Begins: 9/1/89 Expires: 8/31/91

Step	BA	MA	MA30	MAX
1	25,500	27,500	29,500	34,000
5	30,500	32,500	35,000	39,000
10	36,000	43,000	46,000	56,150
MAX	36,000	43,000	46,000	56,150
Yrs. to MAX	10	10	10	10
Longevity	2,500	2,500	2,500	2,500
Yrs. Needed	22	17	17	17

Affiliation of Bargaining Agent: AFT
MA, 15yrs. 88-89: $40,000
MA, 15yrs. 89-90: $43,000
Average Experience: na
Unit Size: 825
New Teachers: 23
Num.Teachers BA1: 7
Teachers Retired: 23

Shortage: Not a problem

Note: na

CT [illegible]

Contract Begins: 7/1/86 Expires: 6/30/89

Step	BA	MA	MA30	MAX
1	22,250	22,250	na	22,250
5	26,191	26,191	na	26,191
10	30,990	30,990	na	30,990
MAX	40,000	40,000	na	40,000
Yrs. to MAX	14	14	14	14
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent: AFT
MA, 15yrs. 88-89: $40,000
MA, 15yrs. 89-90: Negotiating
Average Experience: 12.0
Unit Size: 1,100
New Teachers: 70
Num.Teachers BA1: 100
Teachers Retired: 147

Shortage: This year

Note: 1988-89 salary schedule

DC WASHINGTON TEACHERS UNION

Contract Begins: 3/15/88 Expires: 9/30/90

Step	BA	MA	MA30	MAX
1	22,982	25,282	26,438	27,593
5	26,633	29,904	31,063	32,218
10	32,169	36,796	37,949	39,110
MAX	38,405	44,830	46,009	47,509
Yrs. to MAX	15	15	15	15
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent: AFT
MA, 15yrs. 88-89: $41,897
MA, 15yrs. 89-90: $44,830
Average Experience: na
Unit Size: 5,500
New Teachers: na
Num.Teachers BA1: na
Teachers Retired: na

Shortage: na

Note: na

FL ALACHUA COUNTY EDUCATION ASSOCIATION [illegible]

Contract Begins: 8/1/87 Expires: 7/31/90

Step	BA	MA	MA30	MAX
1	19,000	20,900	22,300	23,800
5	21,149	23,439	25,131	26,922
10	21,794	24,509	26,032	26,032
MAX	31,960	35,258	37,855	40,697
Yrs. to MAX	25	25	25	25
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent: AFT
MA, 15yrs. 88-89: $26,413
MA, 15yrs. 89-90: $28,575
Average Experience: na
Unit Size: 1,500
New Teachers: na
Num.Teachers BA1: 45
Teachers Retired: 13

Shortage: This year

Note: na

FL BREVARD FEDERATION [illegible]

Contract Begins: 8/21/89 Expires: 8/20/90

Step	BA	MA	MA30	MAX
1	21,550	23,530	24,235	24,955
5	22,365	24,345	25,050	25,770
10	23,945	25,925	26,630	27,350
MAX	32,865	34,845	35,550	36,270
Yrs. to MAX	17	17	17	17
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent: AFT
MA, 15yrs. 88-89: $28,835
MA, 15yrs. 89-90: $29,640
Average Experience: 12.0
Unit Size: 3,296
New Teachers: 300
Num.Teachers BA1: 200
Teachers Retired: 45

Shortage: In 5 years

Note: At max, if less than 10 years in Brevard County subtract $2,760.

FL BROWARD TEACHERS UNION — Local: 1975

Contract Begins: 8/89 Expires: 8/92

Step	BA	MA	MA30	MAX
1	23,550	25,550	27,350	28,256
5	25,272	27,272	29,072	29,978
10	26,601	28,601	30,401	31,307
MAX	37,000	39,000	40,800	41,706
Yrs. to MAX	20	20	20	20
Longevity	3,050	3,050	3,050	3,050
Yrs. Needed	25	25	25	25

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$30,068
MA, 15yrs. 89-90:	$32,347
Average Experience:	12.0
Unit Size:	9,100
New Teachers:	500
Num.Teachers BA1:	340
Teachers Retired:	100

Shortage: Not a problem

Note: na

FL CHARLOTTE COUNTY TEACHERS ASSOCIATION — Local: 3941

Contract Begins: 8/17/88 Expires: 8/16/91

Step	BA	MA	MA30	MAX
1	21,285	24,324	26,059	27,478
5	22,753	25,792	27,527	28,946
10	25,899	28,938	30,673	32,092
MAX	28,679	31,668	33,403	34,822
Yrs. to MAX	16	16	16	16
Longevity	2,080	2,130	2,130	2,130
Yrs. Needed	18	18	18	18

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$30,153
MA, 15yrs. 89-90:	$31,668
Average Experience:	8.0
Unit Size:	750
New Teachers:	140
Num.Teachers BA1:	23
Teachers Retired:	12

Shortage: Not a problem

Note: na

FL DUVAL TEACHERS UNITED — Local: 3326

Contract Begins: 7/1/89 Expires: 6/30/90

Step	BA	MA	MA30	MAX
1	20,000	21,165	22,406	23,326
5	21,200	22,365	23,606	24,526
10	23,005	24,503	25,894	27,499
MAX	33,812	26,087	37,174	38,657
Yrs. to MAX	18	18	18	18
Longevity	250	250	250	250
Yrs. Needed	31	31	31	31

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$24,019
MA, 15yrs. 89-90:	$25,424
Average Experience:	16.0
Unit Size:	6,400
New Teachers:	250
Num.Teachers BA1:	220
Teachers Retired:	340

Shortage: In 2 years

Note: Shortage of special education, science, elementary, and minority teachers.

FL MANATEE EDUCATION ASSOCIATION — Local: 3821

Contract Begins: 8/1/88 Expires: 7/31/91

Step	BA	MA	MA30	MAX
1	20,887	22,377	24,191	26,009
5	22,542	25,395	27,543	29,358
10	27,448	29,069	31,457	33,274
MAX	32,324	34,792	37,737	39,572
Yrs. to MAX	21	21	21	21
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$31,819
MA, 15yrs. 89-90:	$33,728
Average Experience:	na
Unit Size:	1,575
New Teachers:	156
Num.Teachers BA1:	na
Teachers Retired:	26

Shortage: This year

Note: Shortage of certified teachers in Exceptional Child Education. Impending shortage in other areas.

FL PINELLAS CLASSROOM TEACHERS ASSOCIATION

Contract Begins: 7/1/89 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	20,000	22,260	22,906	25,161
5	21,965	24,225	24,871	27,126
10	25,785	23,045	28,691	30,946
MAX	29,885	32,145	33,791	35,046
Yrs. to MAX	12	12	12	12
Longevity	1,100	1,100	1,100	1,100
Yrs. Needed	21	21	21	21

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$29,810
MA, 15yrs. 89-90:	$31,645
Average Experience:	8.0
Unit Size:	2,000
New Teachers:	200
Num.Teachers BA1:	106
Teachers Retired:	na

Shortage: This year

Note: Shortages in special education, particularly EH, SED, and SLD.

FL PUTNAM FEDERATION OF TEACHERS Local: 3772

Contract Begins: 7/89 Expires: 6/92

Step	BA	MA	MA30	MAX
1	21,700	23,025	24,025	24,925
5	22,800	24,175	25,175	26,075
10	27,250	29,725	30,725	31,625
MAX	31,600	34,250	35,250	36,150
Yrs. to MAX	20	20	20	20
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$26,625
MA, 15yrs. 89-90:	$28,275
Average Experience:	na
Unit Size:	650
New Teachers:	78
Num.Teachers BA1:	28
Teachers Retired:	18

Shortage: This year

Note: Shortages the next few years in the Exceptional Education area.

FL SARASOTA CLASSROOM TEACHERS ASSOCIATION Local: 4322

Contract Begins: 7/1/88 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	21,630	22,660	24,720	25,750
5	24,345	27,714	29,479	30,707
10	28,222	33,718	36,736	38,267
MAX	29,941	36,439	40,116	41,788
Yrs. to MAX	20	20	20	20
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$34,818
MA, 15yrs. 89-90:	$36,439
Average Experience:	na
Unit Size:	2,000
New Teachers:	100
Num.Teachers BA1:	50
Teachers Retired:	40

Shortage: Not a problem

Note: na

FL ST. LUCIE CLASSROOM TEACHERS ASSOCIATION Local: 3618

Contract Begins: 7/1/89 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	21,293	23,360	24,115	25,541
5	23,776	25,842	25,596	28,022
10	26,874	28,943	26,698	31,124
MAX	31,010	33,076	33,831	35,257
Yrs. to MAX	15	15	15	15
Longevity	2,000	2,000	2,000	2,000
Yrs. Needed	20	20	20	20

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$31,204
MA, 15yrs. 89-90:	$33,076
Average Experience:	12.0
Unit Size:	1,200
New Teachers:	190
Num.Teachers BA1:	95
Teachers Retired:	15

Shortage: This year

Note: na

FL UNITED TEACHERS OF DADE (MIAMI) Local: 1974

Contract Begins: 7/1/88 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	24,750	27,750	29,750	31,750
5	26,300	29,300	31,300	33,300
10	30,800	33,800	35,800	37,800
MAX	38,400	41,400	43,400	45,400
Yrs. to MAX	14	14	14	14
Longevity	500	500	500	500
Yrs. Needed	25	25	25	25

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$38,500
MA, 15yrs. 89-90:	$41,400
Average Experience:	13.0
Unit Size:	17,105
New Teachers:	1,201
Num.Teachers BA1:	1,102
Teachers Retired:	249

Shortage: Not a problem

Note: MA36 is substituted for MA30.

HI HAWAII FEDERATION OF TEACHERS Local: 1127

Contract Begins: 2/1/89 Expires: 8/29/93

Step	BA	MA	MA30	MAX
1	22,292	24,581	25,941	27,513
5	24,581	27,513	29,261	31,268
10	28,354	32,472	35,107	38,014
MAX	32,813	38,325	41,534	45,067
Yrs. to MAX	14	14	14	14
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	NEA
MA, 15yrs. 88-89:	$37,400
MA, 15yrs. 89-90:	$38,325
Average Experience:	na
Unit Size:	9,270
New Teachers:	na
Num.Teachers BA1:	na
Teachers Retired:	286

Shortage: Not a problem

Note: na

IL CHICAGO TEACHERS UNION Local: 1

Contract Begins: 9/1/89 Expires: 8/31/90

Step	BA	MA	MA30	MAX
1	21,400	23,005	24,610	25,680
5	26,001	27,606	29,211	30,281
10	32,314	33,919	35,524	36,594
MAX	38,841	40,446	42,051	43,121
Yrs. to MAX	15	15	15	15
Longevity	0	0	0	0
Yrs. Needed	15	15	15	15

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$36,498
MA, 15yrs. 89-90:	$40,406
Average Experience:	15.0
Unit Size:	30,000
New Teachers:	na
Num.Teachers BA1:	495
Teachers Retired:	1,000

Shortage: This year

Note: na

KS WICHITA FEDERATION OF TEACHERS Local: 725

Contract Begins: 7/1/89 Expires: 6/30/90

Step	BA	MA	MA30	MAX
1	20,854	22,882	23,221	24,473
5	23,862	25,198	26,137	27,389
10	24,166	28,893	29,782	31,034
MAX	0	29,572	31,240	33,221
Yrs. to MAX	7	11	11	12
Longevity	2,294	2,451	2,874	3,654
Yrs. Needed	35	35	35	35

Affiliation of Bargaining Agent:	NEA
MA, 15yrs. 88-89:	$28,386
MA, 15yrs. 89-90:	$29,572
Average Experience:	10.0
Unit Size:	3,200
New Teachers:	450
Num.Teachers BA1:	400
Teachers Retired:	72

Shortage: This year

Note: Gifted is a problem. Also a real concern in the next decade in many areas.

LA JEFFERSON FEDERATION OF TEACHERS

Contract Begins: 4/19/89 Expires: 6/30/90

Step	BA	MA	MA30	MAX
1	16,857	17,417	17,952	18,851
5	19,055	19,660	20,237	21,018
10	22,067	22,800	23,476	24,288
MAX	27,215	28,287	28,590	29,464
Yrs. to MAX	20	20	20	20
Longevity	See note			
Yrs. Needed	13	13	13	13

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$25,296
MA, 15yrs. 89-90:	$26,903
Average Experience:	13.0
Unit Size:	3,600
New Teachers:	na
Num.Teachers BA1:	201
Teachers Retired:	69

Shortage: This year

Note: Some longevity pay for teachers with 13 years in County. Shortages in many areas.

MA BOSTON TEACHERS UNION Local 66

Contract Begins: 9/1/89 Expires: 8/31/92

Step	BA	MA	MA30	MAX
1	24,992	26,712	28,437	30,283
5	31,838	34,053	36,271	38,607
10	31,838	34,053	36,271	38,607
MAX	36,473	38,688	40,903	43,243
Yrs. to MAX	7	7	7	7
Longevity	1,872	1,872	1,872	1,872
Yrs. Needed	39	39	39	39

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$37,500
MA, 15yrs. 89-90:	$39,000
Average Experience:	14.5
Unit Size:	5,800
New Teachers:	na
Num.Teachers BA1:	na
Teachers Retired:	na

Shortage: na

Note: na

MA LOWELL TEACHERS UNION Local 495

Contract Begins: 9/1/88 Expires: 6/30/90

Step	BA	MA	MA30	MAX
1	22,000	23,529	24,724	27,715
5	27,853	29,448	30,643	31,838
10	na	na	na	na
MAX	32,667	34,262	35,457	36,652
Yrs. to MAX	7	7	7	7
Longevity	See note			
Yrs. Needed				

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$31,148
MA, 15yrs. 89-90:	$34,262
Average Experience:	12.0
Unit Size:	958
New Teachers:	18
Num.Teachers BA1:	34
Teachers Retired:	6

Shortage: This year

Note: Longevity of .3% per Year of service were frozen in 88-89. Shortage of certified teachers in bilingual areas and special education.

MD BALTIMORE TEACHERS UNION Local 340

Contract Begins: 7/1/86 Expires: 6/30/89

Step	BA	MA	MA30	MAX
1	20,520	21,655	22,840	24,195
5	21,803	23,324	24,600	26,059
10	25,281	27,049	28,527	30,215
MAX	35,665	37,434	38,855	39,913
Yrs. to MAX	15	15	15	15
Longevity	2,006	2,290	2,295	2,298
Yrs. Needed	25	25	25	25

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$34,661
MA, 15yrs. 89-90:	$37,434
Average Experience:	na
Unit Size:	7,800
New Teachers:	na
Num.Teachers BA1:	na
Teachers Retired:	na

Shortage: na

Note: na

[illegible]

Contract Begins: 7/1/88 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	22,605	24,515	25,960	27,015
5	30,265	30,740	32,160	33,250
10	40,800	44,725	46,150	47,245
MAX	na	46,360	47,785	50,510
Yrs. to MAX	9	10	10	11
Longevity	1,150	1,150	1,150	1,150
Yrs. Needed	25	25	25	25

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$43,735
MA, 15yrs. 89-90:	$46,360
Average Experience:	na
Unit Size:	836
New Teachers:	50
Num.Teachers BA1:	na
Teachers Retired:	42

Shortage: Not a problem

Note: Shortages anticipated in areas like vocational education.

MI [illegible]

Contract Begins: 7/1/89 Expires: 6/30/90

Step	BA	MA	MA30	MAX
1	23,663	26,157	26,491	26,824
5	29,539	33,256	33,590	33,924
10	37,419	42,935	43,269	43,603
MAX	37,419	42,935	43,714	44,048
Yrs. to MAX	10	10	11	11
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$40,505
MA, 15yrs. 89-90:	$42,935
Average Experience:	15.0
Unit Size:	11,000
New Teachers:	105
Num.Teachers BA1:	24
Teachers Retired:	596

Shortage: This year

Note: Shortage in secondary mathematics & science, special education — L.D. (K—12), school psychologists.

MI TAYLOR FEDERATION OF TEACHERS Local: 1095

Contract Begins: 9/1/88 Expires: 8/31/90

Step	BA	MA	MA30	MAX
1	20,085	21,925	23,073	49,105
5	26,061	27,554	29,088	49,105
10	37,793	43,780	45,303	49,105
MAX	0	0	0	0
Yrs. to MAX	10	10	10	10
Longevity	2,834	3,283	3,394	3,682
Yrs. Needed	30	30	30	30

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$41,108
MA, 15yrs. 89-90:	$43,780
Average Experience:	20.0
Unit Size:	675
New Teachers:	12
Num.Teachers BA1:	2
Teachers Retired:	12

Shortage: In 2 years

Note: Shortages in areas of special education, industrial arts, & math. Doctorate is $49,105 regardless of experience.

MN BLOOMINGTON FEDERATION OF TEACHERS Local: 1182

Contract Begins: 7/1/89 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	22,631	24,432	24,976	27,960
5	25,977	29,260	29,772	33,183
10	31,201	35,553	36,057	39,792
MAX	33,471	41,142	41,727	45,980
Yrs. to MAX	13	13	13	13
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$39,370
MA, 15yrs. 89-90:	$41,142
Average Experience:	5.0
Unit Size:	720
New Teachers:	25
Num.Teachers BA1:	na
Teachers Retired:	10

Shortage: Not a problem

Note: na

MN DULUTH FED. OF TEACHERS [illegible]

Contract Begins: 7/89 Expires: 6/91

Step	BA	MA	MA30	MAX
1	19,096	22,385	23,658	24,931
5	21,961	26,416	27,689	28,963
10	na	na	na	na
MAX	26,416	36,124	38,192	38,829
Yrs. to MAX	8	9	9	9
Longevity	1,200	1,200	1,200	1,200
Yrs. Needed	25	25	25	25

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$35,338
MA, 15yrs. 89-90:	$36,424
Average Experience:	0.0
Unit Size:	950
New Teachers:	0
Num.Teachers BA1:	0
Teachers Retired:	0

Shortage: na

Note: Schedule is for new teachers; experienced teachers reach maximum in 12 years.

MN MINNEAPOLIS FEDERATION OF TEACHERS Local [illegible]

Contract Begins: 7/1/89 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	21,015	22,818	24,161	25,403
5	25,675	27,765	29,474	31,159
10	31,581	38,287	39,318	40,423
MAX	31,581	39,649	42,301	44,766
Yrs. to MAX	8	11	11	11
Longevity	2,000	2,000	2,000	2,000
Yrs. Needed	25	25	25	25

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$38,345
MA, 15yrs. 89-90:	$39,649
Average Experience:	na
Unit Size:	2,694
New Teachers:	250
Num.Teachers BA1:	18
Teachers Retired:	200

Shortage: Not a problem

Note: na

MN OSSEO FEDERATION OF TEACHERS Local 1212

Contract Begins: 7/1/89 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	21,700	25,550	26,990	27,700
5	23,780	29,180	30,830	31,560
10	28,210	35,960	37,900	38,880
MAX	31,620	39,220	42,270	43,410
Yrs. to MAX	12	12	12	12
Longevity	500	1,890	1,130	1,310
Yrs. Needed	21	21	21	21

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$40,550
MA, 15yrs. 89-90:	$42,200
Average Experience:	12.0
Unit Size:	1,133
New Teachers:	59
Num.Teachers BA1:	52
Teachers Retired:	15

Shortage: Not a problem

Note: na

MN ROBBINSDALE FEDERATION OF TEACHERS [illegible]

Contract Begins: 7/1/89 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	21,821	25,513	27,136	29,182
5	25,532	31,503	33,027	35,557
10	30,574	41,015	42,221	45,517
MAX	30,574	41,015	42,221	45,517
Yrs. to MAX	9	10	10	10
Longevity	820	1,500	1,500	1,500
Yrs. Needed	21	21	21	21

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$40,127
MA, 15yrs. 89-90:	$41,331
Average Experience:	na
Unit Size:	850
New Teachers:	35
Num.Teachers BA1:	8
Teachers Retired:	15

Shortage: Not a problem

Note: na

MN [illegible] Local: [illegible]

Contract Begins: 7/1/89 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	22,347	23,544	24,551	26,942
5	24,899	27,944	29,002	31,394
10	30,694	34,771	35,778	38,170
MAX	33,238	40,058	41,663	45,570
Yrs. to MAX	11	12	12	12
Longevity	1,000	1,000	1,000	1,000
Yrs. Needed	25	25	25	25

Note: na

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$38,150
MA, 15yrs. 89-90:	$40,058
Average Experience:	11.0
Unit Size:	2,700
New Teachers:	125
Num.Teachers BA1:	96
Teachers Retired:	45

Shortage: Not a problem

MO KANSAS CITY FEDERATION OF TEACHERS Local: 691

Contract Begins: 7/1/89 Expires: 6/30-90

Step	BA	MA	MA30	MAX
1	18,200	20,111	22,295	24,424
5	20,748	23,023	25,207	27,846
10	23,933	26,663	28,847	32,123
MAX	25,844	30,849	32,847	36,400
Yrs. to MAX	12	15	15	15
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$30,849
MA, 15yrs. 89-90:	gotiating
Average Experience:	14.0
Unit Size:	3,000
New Teachers:	245
Num.Teachers BA1:	96
Teachers Retired:	106

Shortage: Not a problem

MO ST. LOUIS TEACHERS UNION Local: 420

Contract Begins: 7/1/89 Expires: 6/30/90

Step	BA	MA	MA30	MAX
1	20,610	21,297	22,522	23,780
5	22,697	23,921	23,155	26,344
10	26,509	27,719	28,948	30,154
MAX	34,662	36,048	37,936	38,848
Yrs. to MAX	20	20	20	20
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$28,994
MA, 15yrs. 89-90:	$30,484
Average Experience:	16.0
Unit Size:	4,500
New Teachers:	180
Num.Teachers BA1:	90
Teachers Retired:	120

Shortage: In 5 years

Note: For 3 of the last 6 years, employees were frozen on step. There is no mathematical equivalence between years of service and step.

NH NASHUA TEACHERS UNION Local: 1044

Contract Begins: 9/1/88 Expires: 8/31/92

Step	BA	MA	MA30	MAX
1	21,175	22,797	23,608	24,419
5	24,626	26,248	27,059	27,870
10	29,143	29,954	30,765	32,387
MAX	36,750	38,372	39,183	39,994
Yrs. to MAX	15	15	15	15
Longevity	1,100	1,100	1,100	1,100
Yrs. Needed	25	25	25	25

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$34,542
MA, 15yrs. 89-90:	$38,372
Average Experience:	14.0
Unit Size:	920
New Teachers:	51
Num.Teachers BA1:	15
Teachers Retired:	5

Shortage: Not a problem

Note: Best paying district in the state - 3 to 5 applicants for each vacant position.

NJ NEWARK TEACHERS UNION Local: 481

Contract Begins: 7/1/88 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	22,367	23,564	24,758	na
5	28,037	29,286	30,519	na
10	31,860	33,929	35,179	na
MAX	41,820	43,532	45,257	na
Yrs. to MAX	13	13	13	na
Longevity	ERR	ERR	ERR	ERR
Yrs. Needed	25	25	25	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$40,832
MA, 15yrs. 89-90:	$43,532
Average Experience:	15.0
Unit Size:	5,500
New Teachers:	150
Num.Teachers BA1:	100
Teachers Retired:	75
Shortage:	Not a problem

Note: na

NM ALBUQUERQUE FEDERATION OF TEACHERS Local: 3420

Contract Begins: 8/1/88 Expires: 7/31/90

Step	BA	MA	MA30	MAX
1	18,060	19,304	20,239	22,202
5	19,184	20,428	21,321	23,326
10	21,368	22,612	23,515	24,806
MAX	27,920	29,710	31,159	34,246
Yrs. to MAX	24	24	24	26
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$25,175
MA, 15yrs. 89-90:	$25,888
Average Experience:	14.0
Unit Size:	4,400
New Teachers:	401
Num.Teachers BA1:	6
Teachers Retired:	97
Shortage:	This year

Note: Shortage in special education. Many individuals for special education are not fully certified and have waivers.

NY ALBANY PUBLIC SCHOOL TEACHERS ASSOCIATION Local: 2455

Contract Begins: 7/1/87 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	26,808	28,126	29,117	30,105
5	27,436	28,757	29,715	30,739
10	31,551	32,919	33,943	34,312
MAX	38,510	40,040	41,103	42,168
Yrs. to MAX	13	13	13	13
Longevity	3,562	3,616	3,651	3,672
Yrs. Needed	25	25	25	25

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$35,750
MA, 15yrs. 89-90:	$40,040
Average Experience:	na
Unit Size:	700
New Teachers:	na
Num.Teachers BA1:	na
Teachers Retired:	5
Shortage:	Not a problem

Note: Max is 13 years for new teachers; experienced teachers may take 16 years.

NY BOCES TEACHES ASSOCIATION Local: 2545

Contract Begins: 7/86 Expires: 6/91

Step	BA	MA	MA30	MAX
1	23,032	26,026	28,329	31,784
5	27,638	31,231	33,995	38,141
10	33,396	37,738	41,078	46,087
MAX	41,806	47,046	51,076	57,122
Yrs. to MAX	24	24	24	24
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$39,763
MA, 15yrs. 89-90:	$44,244
Average Experience:	12.0
Unit Size:	140
New Teachers:	10
Num.Teachers BA1:	2
Teachers Retired:	0
Shortage:	Not a problem

Note: na

NY [illegible] HILLS TEACHERS ASSOCIATION — Local: 2761

Contract Begins: 7/89 Expires: 6/92

Step	BA	MA	MA30	MAX
1	23,508	27,504	29,385	34,411
5	28,210	32,911	35,027	40,053
10	34,067	39,964	42,079	47,106
MAX	49,367	57,007	58,770	63,796
Yrs. to MAX	23	23	23	23
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$45,573
MA, 15yrs. 89-90:	$46,663
Average Experience:	17.0
Unit Size:	987
New Teachers:	24
Num.Teachers BA1:	0
Teachers Retired:	5

Shortage: Not a problem

Note: na

NY KENMORE TEACHERS ASSOCIATION — Local: 2768

Contract Begins: 7/1/87 Expires: 6/30/90

Step	BA	MA	MA30	MAX
1	21,700	24,000	26,100	26,100
5	26,471	28,945	31,142	31,142
10	33,822	36,296	38,491	38,491
MAX	42,195	46,441	49,031	49,031
Yrs. to MAX	23	23	23	23
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$39,365
MA, 15yrs. 89-90:	$42,514
Average Experience:	19.0
Unit Size:	631
New Teachers:	19
Num.Teachers BA1:	9
Teachers Retired:	11

Shortage: Not a problem

Note: Continuous increments only through step 12.

NY KINGSTON TEACHERS FEDERATION — Local: 781

Contract Begins: 7/1/89 Expires: 6/30/92

Step	BA	MA	MA30	MAX
1	26,575	27,235	27,785	28,335
5	29,500	30,160	30,710	31,260
10	33,375	34,035	34,585	35,135
MAX	40,575	41,235	41,785	42,335
Yrs. to MAX	20	20	20	20
Longevity	2,220	2,220	2,220	2,215
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$34,535
MA, 15yrs. 89-90:	$37,035
Average Experience:	13.0
Unit Size:	560
New Teachers:	25
Num.Teachers BA1:	15
Teachers Retired:	7

Shortage: na

Note: There are 4 longevity steps on top of the 20-step schedule.

NY LEVITTOWN UNITED TEACHERS — Local: 1383

Contract Begins: 7/1/88 Expires: 6/30/95

Step	BA	MA	MA30	MAX
1	25,061	28,839	30,827	33,951
5	28,954	31,967	33,449	35,648
10	31,341	35,676	37,658	40,832
MAX	42,184	45,732	47,740	50,285
Yrs. to MAX	25	25	25	25
Longevity	1,832	7,999	7,677	7,650
Yrs. Needed	37	37	37	37

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$37,955
MA, 15yrs. 89-90:	$41,846
Average Experience:	20.0
Unit Size:	550
New Teachers:	36
Num.Teachers BA1:	7
Teachers Retired:	25

Shortage: Not a problem

Note: na

NY MIDDLE ISLAND TEACHERS ASSOCIATION — Local: 2829

Contract Begins: 7/1/89 Expires: 6/30/92

Step	BA	MA	MA30	MAX
1	22,420	26,856	29,073	31,291
5	26,856	31,291	33,507	35,725
10	32,401	37,076	39,664	42,382
MAX	44,859	55,452	58,085	60,850
Yrs. to MAX	25	25	25	25
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$40,701
MA, 15yrs. 89-90:	$45,256
Average Experience:	15.0
Unit Size:	680
New Teachers:	17
Num.Teachers BA1:	1
Teachers Retired:	3
Shortage:	na

Note: Difficult to find Speech Teacher, School Psychologist, and Earth Science Teacher. 1/30/90 salary data.

NY NASSAU BOCES CENTTRAL COUNCIL — Local: 2561

Contract Begins: 7/1/88 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	24,322	25,944	25,944	28,106
5	0	0	0	0
10	0	0	45,402	47,564
MAX	40,537	47,023	64,860	67,022
Yrs. to MAX	15	15	15	15
Longevity	700	700	700	700
Yrs. Needed	25	25	25	25

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	
MA, 15yrs. 89-90:	$41,044
Average Experience:	4.0
Unit Size:	700
New Teachers:	70
Num.Teachers BA1:	35
Teachers Retired:	15
Shortage:	Not a problem

Note: na

NY NEW ROCHELLE FEDERATION OF UNITED SCHOOL EMPLOYEES — Local: 280

Contract Begins: 7/1/88 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	24,338	27,997	29,500	na
5	28,768	33,156	34,822	na
10	34,213	40,188	41,855	45,002
MAX	40,178	49,407	52,950	56,881
Yrs. to MAX	14	14	14	14
Longevity	500	1,065	1,065	1,491
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$46,392
MA, 15yrs. 89-90:	$49,407
Average Experience:	20.0
Unit Size:	985
New Teachers:	53
Num.Teachers BA1:	5
Teachers Retired:	17
Shortage:	Not a problem

Note: na

NY NEWBURGH TEACHERS ASSOC. — Local: 2667

Contract Begins: 7/1/89 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	23,080	25,390	27,290	29,350
5	28,320	30,080	32,270	34,590
10	32,520	35,770	38,480	41,140
MAX	34,620	38,080	40,895	43,760
Yrs. to MAX	12	12	12	12
Longevity	3,000	3,000	3,000	3,000
Yrs. Needed	20	20	20	20

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$36,440
MA, 15yrs. 89-90:	$39,620
Average Experience:	15.0
Unit Size:	850
New Teachers:	64
Num.Teachers BA1:	30
Teachers Retired:	19
Shortage:	In 3 years

Note: MA is BA + 36, MA30 is BA + 66, Max is BA + 90.

NY NAC[illegible]VILLE TEACHERS — Local: 801

Contract Begins: 7/1/87 Expires: 6/30/90

Step	BA	MA	MA30	MAX
1	19,921	22,914	24,707	26,499
5	24,927	27,919	29,712	31,505
10	31,183	34,176	35,969	37,762
MAX	36,188	40,433	43,477	45,270
Yrs. to MAX	17	17	17	17
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$35,278
MA, 15yrs. 89-90:	$38,930
Average Experience:	20.0
Unit Size:	700
New Teachers:	35
Num.Teachers BA1:	15
Teachers Retired:	20

Shortage: Not a problem

Note: na

NY PATCHOGUE-MEDFORD — Local: 1430

Contract Begins: 7/1/89 Expires: 6/30/92

Step	BA	MA	MA30	MAX
1	25,108	28,874	31,385	35,151
5	30,130	34,398	36,909	40,675
10	36,532	41,303	43,813	47,580
MAX	44,818	56,493	59,004	62,770
Yrs. to MAX	23	23	23	23
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$45,055
MA, 15yrs. 89-90:	$48,207
Average Experience:	18.0
Unit Size:	620
New Teachers:	42
Num.Teachers BA1:	30
Teachers Retired:	12

Shortage: Not a problem

Note: na

NY ROCHESTER TEACHERS ASSOCIATION — Local: 616

Contract Begins: 7/1/87 Expires: 6/30/90

Step	BA	MA	MA30	MAX
1	28,934	28,935	28,935	28,935
5	34,546	67,653	39,225	41,096
10	41,563	44,370	46,241	48,114
MAX	48,015	53,160	55,265	57,604
Yrs. to MAX	26	26	26	26
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$39,450
MA, 15yrs. 89-90:	$44,380
Average Experience:	11.0
Unit Size:	2,580
New Teachers:	80
Num.Teachers BA1:	218
Teachers Retired:	30

Shortage: Not a problem

Note: Approximate schedule—new teachers have an 11-step schedule. Lead Teacher provisions enhance professional salaries by 8-15%.

NY ROME TEACHERS ASSOCIATION — Local: 2961

Contract Begins: 7/1/87 Expires: 6/30/90

Step	BA	MA	MA30	MAX
1	16,560	19,148	20,736	22,824
5	21,272	23,860	25,948	28,036
10	27,162	29,750	31,838	33,926
MAX	33,052	36,818	41,262	44,528
Yrs. to MAX	22	22	22	22
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$30,725
MA, 15yrs. 89-90:	$32,106
Average Experience:	3.0
Unit Size:	650
New Teachers:	23
Num.Teachers BA1:	8
Teachers Retired:	10

Shortage: Not a problem

Note: na

NY WAPPINGERS CONGRESS OF TEACHERS — Local: 1989

Contract Begins: 7/1/88 Expires: 6/30/92

Step	BA	MA	MA30	MAX
1	24,809	26,160	27,685	29,269
5	25,442	26,807	28,414	30,016
10	28,973	30,757	32,457	34,140
MAX	45,719	49,852	51,552	53,247
Yrs. to MAX	21	21	21	21
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$33,689
MA, 15yrs. 89-90:	$35,346
Average Experience:	16.0
Unit Size:	800
New Teachers:	21
Num.Teachers BA1:	5
Teachers Retired:	5

Shortage: Not a problem

Note: $39.80 per credit hour after MA60; many teachers expected to retire.

NY WEST SENECA TEACHERS ASSOCIATION — Local: 3110

Contract Begins: 7/1/87 Expires: 6/30/90

Step	BA	MA	MA30	MAX
1	21,500	24,400	25,150	25,150
5	23,630	26,720	27,470	27,470
10	29,216	32,832	33,582	na
MAX	40,000	45,275	46,025	na
Yrs. to MAX	15	15	15	na
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$34,575
MA, 15yrs. 89-90:	$36,078
Average Experience:	18.0
Unit Size:	540
New Teachers:	25
Num.Teachers BA1:	7
Teachers Retired:	20

Shortage: Not a problem

Note: Years to maximum is 19 for teachers hired before 9/1/85; 15 for those hired after.

NY WM. FLOYD UNITED TEACHERS — Local: 1568

Contract Begins: 9/87 Expires: 6/90

Step	BA	MA	MA30	MAX
1	24,317	27,978	30,199	33,952
5	28,981	32,893	35,381	39,162
10	35,895	39,168	42,016	52,998
MAX	45,118	50,851	54,318	58,443
Yrs. to MAX	25	25	25	25
Longevity	1,500	1,500	1,500	1,500
Yrs. Needed	See note	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$44,085
MA, 15yrs. 89-90:	$47,524
Average Experience:	na
Unit Size:	650
New Teachers:	53
Num.Teachers BA1:	na
Teachers Retired:	6

Shortage: Not a problem

Note: $500 in longevity is added after 20 years and another $1,000 after 25 years.

NY YONKERS FEDERATION OF TEACHERS — Local: 860

Contract Begins: 7/1/87 Expires: 6/30/89

Step	BA	MA	MA30	MAX
1	20,879	22,223	23,570	34,282
5	25,478	26,823	28,171	38,946
10	30,529	32,212	33,560	na
MAX	36,434	41,535	43,432	46,283
Yrs. to MAX	13	15	15	15
Longevity	1,490	1,490	1,490	1,490
Yrs. Needed	25	25	25	25

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$41,535
MA, 15yrs. 89-90:	gotiating
Average Experience:	19.0
Unit Size:	1,500
New Teachers:	47
Num.Teachers BA1:	23
Teachers Retired:	31

Shortage: In 1-2 yrs.

Note: 1988-89 schedule; negotiating for 1989-90 at time of publication.

NY UFT (NEW YORK CITY) Local: 2

Contract Begins: 9/9/87 Expires: 9/30/90

Step	BA	MA	MA30	MAX
1	25,000	28,240	31,479	31,479
5	27,000	30,240	33,479	33,479
10	33,414	36,654	40,964	40,964
MAX	43,521	46,761	50,000	50,000
Yrs. to MAX	20	20	20	20
Longevity	0	0	0	0
Yrs. Needed	20	20	20	20

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$42,345
MA, 15yrs. 89-90:	$43,566
Average Experience:	12.0
Unit Size:	84,577
New Teachers:	4,286
Num.Teachers BA1:	3,423
Teachers Retired:	1,600
Shortage:	This year

Note: Plus $400 annuity contribution, some cash payments on higher steps and 2 1/2% pension pick-up for pre-78 hires.

NY UNITED LIVERPOOL FACULTY ASSOCIATION Local: 3071

Contract Begins: 7/1/89 Expires: 6/30/92

Step	BA	MA	MA30	MAX
1	24,284	25,254	na	26,334
5	26,484	28,514	na	29,594
10	29,839	31,869	na	32,949
MAX	44,979	48,049	na	49,129
Yrs. to MAX	25	25	25	25
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$31,578
MA, 15yrs. 89-90:	$33,579
Average Experience:	20.0
Unit Size:	760
New Teachers:	38
Num.Teachers BA1:	26
Teachers Retired:	13
Shortage:	This year

Note: na

NY UTICA TEACHERS ASSOCIATION Local: 3,074

Contract Begins: 7/1/88 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	19,000	20,945	22,415	25,285
5	22,000	23,945	25,415	28,285
10	27,600	29,545	31,015	33,885
MAX	36,300	38,245	39,715	42,585
Yrs. to MAX	15	15	15	15
Longevity	950	950	950	950
Yrs. Needed	25	25	25	25

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$26,880
MA, 15yrs. 89-90:	$28,745
Average Experience:	17.0
Unit Size:	650
New Teachers:	30
Num.Teachers BA1:	20
Teachers Retired:	5
Shortage:	This year

Note: na

NY VALLEY STREAM TEACHERS ASSOCIATION Local: 1633

Contract Begins: 7/1/88 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	26,648	30,990	33,120	35,579
5	31,033	36,043	38,356	41,623
10	36,839	43,282	45,782	48,819
MAX	41,598	51,374	53,879	56,942
Yrs. to MAX	15	15	15	15
Longevity	0	2,235	2,422	2,150
Yrs. Needed	0	25	25	25

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$47,790
MA, 15yrs. 89-90:	$51,374
Average Experience:	17.0
Unit Size:	575
New Teachers:	40
Num.Teachers BA1:	15
Teachers Retired:	30
Shortage:	Not a problem

Note: MA required to go past step 12.

NY SCHENECTADY FEDERATION OF TEACHERS — Local: 803

Contract Begins: 9/1/87 Expires: 8/31/90

Step	BA	MA	MA30	MAX
1	22,065	22,814	23,414	24,254
5	25,058	25,771	26,371	27,211
10	28,468	30,511	31,111	31,951
MAX	35,715	39,376	39,976	40,816
Yrs. to MAX	15	15	15	15
Longevity	3,000	3,000	3,000	3,000
Yrs. Needed	33	33	33	33

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$36,289
MA, 15yrs. 89-90:	$39,376
Average Experience:	19.0
Unit Size:	640
New Teachers:	49
Num.Teachers BA1:	4
Teachers Retired:	11

Shortage: Not a problem

Note: Max is BA + 72 credit hours.

NY SMITHTOWN TEACHERS FEDERATION — Local: 3010

Contract Begins: 7/1/88 Expires: 6/30/91

Step	BA	MA	MA30	MAX
1	26,836	29,308	31,359	34,375
5	32,435	34,787	36,838	39,974
10	40,101	42,453	44,504	47,640
MAX	52,177	54,719	56,769	59,906
Yrs. to MAX	18	18	18	18
Longevity	4,410	4,410	4,410	4,410
Yrs. Needed	27	27	27	27

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$46,998
MA, 15yrs. 89-90:	$50,119
Average Experience:	na
Unit Size:	650
New Teachers:	9
Num.Teachers BA1:	0
Teachers Retired:	4

Shortage: Not a problem

Note: na

NY SYRACUSE TEACHERS ASSOCIATION — Local: 2999

Contract Begins: 1/1/88 Expires: 12/31/91

Step	BA	MA	MA30	MAX
1	25,377	26,027	27,027	28,127
5	27,877	28,527	29,027	30,627
10	30,377	31,027	31,527	33,129
MAX	See note	0	0	0
Yrs. to MAX	See note	0	0	0
Longevity	0	0	0	0
Yrs. Needed	0			0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$33,316
MA, 15yrs. 89-90:	$36,057
Average Experience:	13.0
Unit Size:	1,880
New Teachers:	109
Num.Teachers BA1:	48
Teachers Retired:	33

Shortage: This year

Note: New teachers get $500 per step without limit. Highest paid teacher gets $51,351 with 40 years experience.

NY SYRACUSE TEACHERS ASSOCIATION — Local: 2999

Contract Begins: 1/1/88 Expires: 12/31/91

Step	BA	MA	MA30	MAX
1	25,377	26,027	27,027	28,127
5	27,877	28,527	29,027	30,627
10	30,377	31,027	31,527	33,129
MAX	ote below)	0	0	0
Yrs. to MAXsee	note below)	0	0	0
Longevity	0	0	0	0
Yrs. Needed	0			0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$33,316
MA, 15yrs. 89-90:	$36,057
Average Experience:	13.0
Unit Size:	1,880
New Teachers:	109
Num.Teachers BA1:	48
Teachers Retired:	33

Shortage: This year

Note: New teachers get $500 per step without limit. Highest paid teacher gets $51,351 with 40 years experience.

OH CLEVELAND TEACHERS UNION — Local: 279

Contract Begins: 7/1/87 Expires: 6/31/90

Step	BA	MA	MA30	MAX
1	21,028	22,124	22,719	na
5	24,198	27,685	27,685	na
10	29,680	35,215	35,851	na
MAX	34,651	40,248	41,209	na
Yrs. to MAX	16	14	14	na
Longevity	3,128	3,345	3,392	0
Yrs. Needed	36	36	36	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$37,721
MA, 15yrs. 89-90:	$40,463
Average Experience:	na
Unit Size:	5,600
New Teachers:	na
Num.Teachers BA1:	na
Teachers Retired:	na

Shortage: na

Note: na

OH TOLEDO FEDERATION OF TEACHERS — Local: 250

Contract Begins: 6/16/88 Expires: 1/31/91

Step	BA	MA	MA30	MAX
1	20,100	20,700	22,800	24,300
5	22,100	23,400	24,900	26,400
10	27,250	29,350	30,850	32,350
MAX	32,150	33,750	34,350	36,750
Yrs. to MAX	15	15	15	15
Longevity	4,200	6,450	7,150	6,250
Yrs. Needed	27	27	27	27

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$33,300
MA, 15yrs. 89-90:	$35,800
Average Experience:	na
Unit Size:	2,500
New Teachers:	35
Num.Teachers BA1:	na
Teachers Retired:	25

Shortage: This year

Note: Step increase every 3 years from 18 to 27 years. Some shortage in special education and math/science.

OK OKLAHOMA CITY F OF T — Local: 2309

Contract Begins: 11/7/88 Expires: 0

Step	BA	MA	MA30	MAX
1	17,931	19,002	19,222	19,800
5	19,058	20,158	20,378	21,010
10	21,285	22,330	22,550	23,430
MAX	27,212	28,954	29,187	30,116
Yrs. to MAX	17	17	17	17
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$24,441
MA, 15yrs. 89-90:	$25,060
Average Experience:	na
Unit Size:	2,300
New Teachers:	209
Num.Teachers BA1:	na
Teachers Retired:	30

Shortage: This year

Note: Certified teachers get a certificate to teach special education after a one-week course.

PA PHILADELPHIA FEDERATION OF TEACHERS — Local: 3

Contract Begins: 9/1/88 Expires: 8/31/92

Step	BA	MA	MA30	MAX
1	22,000	22,500	22,800	23,500
5	25,490	26,370	28,135	29,675
10	33,872	35,113	37,265	39,473
MAX	36,499	41,200	44,364	47,759
Yrs. to MAX	11	11	11	11
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$38,092
MA, 15yrs. 89-90:	$41,200
Average Experience:	na
Unit Size:	20,000
New Teachers:	600
Num.Teachers BA1:	na
Teachers Retired:	400

Shortage: Not a problem

Note: Salary data effective on 2/1/90.

PA PITTSBURGH FEDERATION OF TEACHERS Local: 400

Contract Begins: 9/88 Expires: 9/6/92

Step	BA	MA	MA30	MAX
1	23,500	24,700	25,300	26,300
5	27,150	29,200	29,800	30,800
10	42,000	44,500	45,100	46,100
MAX	42,000	44,500	45,100	46,100
Yrs. to MAX	10	10	10	10
Longevity	500	500	500	500
Yrs. Needed	22	22	22	22

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$40,000
MA, 15yrs. 89-90:	$42,000
Average Experience:	na
Unit Size:	3,200
New Teachers:	na
Num.Teachers BA1:	na
Teachers Retired:	na

Shortage: na

Note: Salary schedule effective 9/89.

RI CRANSTON TEACHER'S ALLIANCE Local: 1704

Contract Begins: 9/1/88 Expires: 8/31/90

Step	BA	MA	MA30	MAX
1	20,210	21,510	21,880	22,930
5	27,156	28,456	29,826	30,826
10	37,183	38,583	39,953	41,000
MAX	37,183	38,583	39,953	41,000
Yrs. to MAX	10	10	10	10
Longevity	928	928	928	928
Yrs. Needed	30	30	30	30

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$36,545
MA, 15yrs. 89-90:	$38,583
Average Experience:	19.0
Unit Size:	740
New Teachers:	27
Num.Teachers BA1:	6
Teachers Retired:	10

Shortage: Not a problem

Note: na

RI PROVIDENCE TEACHERS UNION Local: 958

Contract Begins: 9/1/88 Expires: 8/31/91

Step	BA	MA	MA30	MAX
1	20,270	22,340	22,827	23,127
5	27,494	29,549	29,941	30,351
10	37,385	39,440	39,842	40,242
MAX	37,385	39,440	39,842	40,242
Yrs. to MAX	10	10	10	10
Longevity	1,387	1,387	1,387	1,387
Yrs. Needed	22	25	25	25

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$37,360
MA, 15yrs. 89-90:	$39,740
Average Experience:	na
Unit Size:	1,300
New Teachers:	na
Num.Teachers BA1:	na
Teachers Retired:	na

Shortage: This year

Note: A residency requirement causes shortages.

RI WARWICK TEACHERS UNION Local: 915

Contract Begins: 9/1/88 Expires: 8/31/91

Step	BA	MA	MA30	MAX
1	20,339	21,989	22,489	23,189
5	27,586	29,236	29,756	30,106
10	37,511	39,161	39,661	40,011
MAX	37,511	39,161	39,661	40,011
Yrs. to MAX	10	10	10	10
Longevity	900	900	900	900
Yrs. Needed	30	30	30	30

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$37,030
MA, 15yrs. 89-90:	$39,161
Average Experience:	7.0
Unit Size:	950
New Teachers:	47
Num.Teachers BA1:	35
Teachers Retired:	25

Shortage: Not a problem

Note: na

TX BEXAR COUNTY FEDERATION OF TEACHERS Local: 1856

Contract Begins: Expires: No contract

Step	BA	MA	MA30	MAX
1	19,000	19,955	na	na
5	21,698	22,241	na	na
10	23,436	26,441	na	na
MAX	31,407	35,539	na	na
Yrs. to MAX	16	16	na	na
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	No bargaining
MA, 15yrs. 88-89:	$30,571
MA, 15yrs. 89-90:	$30,153
Average Experience:	na
Unit Size:	na
New Teachers:	na
Num.Teachers BA1:	na
Teachers Retired:	na

Shortage: Not a problem

Note: Salary dates are for San Antonio only.

TX CORPUS CHRISTI AFT Local: 3456

Contract Begins: Expires: No contract

Step	BA	MA	MA30	MAX
1	20,000	20,000	na	na
5	22,700	23,530	na	na
10	23,530	24,360	na	na
MAX	30,450	32,800	na	na
Yrs. to MAX	26	31	na	na
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$26,400
MA, 15yrs. 89-90:	$27,800
Average Experience:	na
Unit Size:	2,400
New Teachers:	300
Num.Teachers BA1:	85
Teachers Retired:	100

Shortage: This year

Note: na

VA [illegible] COUNTY FEDERATION OF TEACHERS Local: [illegible]

Contract Begins: Expires: No contract

Step	BA	MA	MA30	MAX
1	24,255	27,332	28,488	29,768
5	27,580	30,657	31,813	33,093
10	33,235	36,312	37,468	38,748
MAX	46,491	49,568	50,724	52,004
Yrs. to MAX	19	19	19	19
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	No bargaining
MA, 15yrs. 88-89:	$41,071
MA, 15yrs. 89-90:	$43,125
Average Experience:	13.0
Unit Size:	10,000
New Teachers:	790
Num.Teachers BA1:	256
Teachers Retired:	na

Shortage: In 2 years

Note: Shortage in Science, Math, Special Education. Add 9% bonus for Career Level II teachers.

VI ST THOMAS/ST CROIX FEDERATION OF TEACHERS Local: 1825/1826

Contract Begins: 10/1/87 Expires: 10/30/91

Step	BA	MA	MA30	MAX
1	19,080	20,571	21,914	22,807
5	24,290	22,322	26,546	26,402
10	30,007	21,238	31,273	32,126
MAX	41,845	37,181	42,931	43,811
Yrs. to MAX	20	20	20	20
Longevity	0	0	0	0
Yrs. Needed	0	0	0	0

Affiliation of Bargaining Agent:	AFT
MA, 15yrs. 88-89:	$33,821
MA, 15yrs. 89-90:	$35,851
Average Experience:	na
Unit Size:	2,400
New Teachers:	na
Num.Teachers BA1:	na
Teachers Retired:	na

Shortage: na

Note: na

IV. Salary Projections Through 1990

Since most locals begin bargaining for the 1990-91 school year around the beginning of calendar year 1990, the detailed 1988-89 school year data in Sections I and II provide useful comparative information but not the most recent information on which to bargain. The data in this section show little abatement in the pace of teacher salary growth through 1991-92. The following tables describe current wage and salary agreements for the nation's largest school systems for both teachers and other school employees. Tables IV-1 and IV-2 summarize the detailed results presented in Tables IV-3 through IV-6. In most instances, the data comes from Current Wage Developments, a monthly publication of the U.S. Labor Department. Highlights include:

- Teacher salaries should continue to rise at least as fast in 1989-90 and 1990-91 as they did during the previous four years.

- The average increase reported for 44 contracts during the first four months of the 1989-90 school year was 5.9 percent. A similar analysis for all contracts relating to the 1989-90 school year showed a 6.2 percent average increase over 90 agreements.

- Wage agreements reported in CWD were less than the national average increase in teachers salaries for 1985-86, but agreements reported in CWD were .5, .2 and .2 percent above the national average in 1986-87, 1987-88 and 1988-89.

- Average annual increases for paraprofessionals and school-related personnel have increased at about the same rate as teachers in 1988-89 and 1989-90, but at a slower rate in the few settlememts for 1990-91.

Coverage in CWD is generally limited to actions affecting 1,000 workers or more. The information is drawn mainly from secondary sources such as newspapers, union publications, and trade journals. These secondary sources often do not report contract settlements or wage agreements in complete accuracy. Management may characterize the settlement differently than the union. Furthermore, it is difficult to condense an agreement into a single, annual percentage increase. Overall, however, the information provides an estimate of trends in salaries for 1989-90 and 1990-91 long before actual salary data are available. Furthermore, for the past three years, the CWD average has been very close to the national average.

Table IV-1

AVERAGE SALARY ADJUSTMENTS IN AGREEMENTS COVERING 1,000 OR MORE TEACHERS, 1985-86 to 1990-91

	Reported in CWD (a):						
	Aug. 1985-Aug. 1986	Aug. 1986-Aug. 1987	Aug. 1987-Aug. 1988	Aug. 1988-Aug. 1989	Aug. 1989-Dec. 1989	Weighted Average (f)	National Averages (b)
Total number of personnel (c)	237,400	230,050	355,297	242,165	130,460		2,100,000
Number of agreements (d)	129	105	159	129	53		na
Percent adjustments in: (e)							
1985-86	6.7	na	na	na	na	6.1	7.2
(number of agreements)	(75)					(114)	
1986-87	6.3	5.8	na	na	na	5.9	5.4
(number of agreements)	(40)	(75)				(128)	
1987-88	7.2	6.1	5.4	na	na	5.7	5.5
(number of agreements)	(14)	(20)	(98)			(132)	
1988-89	na	6.1	5.8	5.6	na	5.7	5.5
(number of agreements)		(10)	(43)	(85)		(138)	
1989-90	na	na	7.3	6.0	5.9	6.2	na
(number of agreements)			(18)	(28)	(44)	(90)	
1990-91	na	na	na	6.3	6.4	6.3	na
(number of agreements)				(16)	(9)	(25)	
Average annual percent adjustment over life of agreement (e)	6.6	5.9	5.4	5.7	6.1	na	na

(a) Includes salary adjustments reported in these issues of, "Current Wage Developments," not necessarily agreements reached during these time periods.
(b) "Survey and Analysis of Salary Trends 1989," AFT Department of Research, August 1989. Salary adjustments represent annual increases in average salary.
(c) Units may include personnel other than classroom teachers.
(d) Agreements include all contract settlements reported by CWD and all agreements completed under scheduled or unscheduled wage reopenings. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.
(e) Unweighted average.
(f) Average weighted by number of contracts.

TABLE IV-2

PARAPROFESSIONALS AND SCHOOL-RELATED PERSONNEL: AVERAGE SALARY OR WAGE ADJUSTMENTS IN AGREEMENTS COVERING 1,000 OR MORE PERSONS, 1985-86 TO 1990-91

	Reported in CWD (a):					
	Aug. 1985-Aug. 1986	Aug. 1986-Aug. 1987	Aug. 1987-Aug. 1988	Aug. 1988-Aug. 1989	Aug. 1989-Dec. 1989	Weighted Average (a)
Total number of personnel	104,300	88,803	92,650	59,098	47,957	
Number of agreements (b)	47	46	59	38	18	
Percent adjustments in: (c)						
1985-86	6.6	na	na	na	na	6.3
(number of agreements)	(29)					(36)
1986-87	6.0	6.2	na	na	na	6.0
(number of agreements)	(14)	(37)				(55)
1987-88	6.5	4.1	4.7	na	na	5.7
(number of agreements)	(4)	(8)	(38)			(42)
1988-89	na	4.0	5.1	6.0	na	5.7
(number of agreements)		(1)	(13)	(26)		(40)
1989-90	na	na	4.8	5.6	6.3	5.8
(number of agreements)			(8)	(7)	(17)	(32)
1990-91	na	na	na	5.7	5.0	5.6
(number of agreements)				(5)	(1)	(6)
Average annual percent adjustment over life of agreement (c)	6.7	6.0	4.7	6.0	6.3	na

(a) Includes salary adjustments reported in these issues of, "Current Wage Developments," not necessarily agreements reached during these time periods.
(b) Agreements include all contract settlements reported by CWD and all agreements completed under scheduled or unscheduled wage reopenings. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.
(c) Unweighted average.
(d) Average weighted by number of contracts.

TABLE IV-3

TEACHER CONTRACT ANNUAL PERCENTAGE RAISES 1988-89 TO 1991-92
(Based on August, 1988 to August, 1988 data)

CWD Issue School District	State	Per-sonnel	Date Settled	1988 -89	1989 -90	1990 -91	1991 -92	Comments
September								
Springfield	MA	1,800	Jun-88	6.6	0.0	5.5		+ 3 lump sums of $600, $400 & $400
Waterbury	CT	1,200	Apr-87	8.8				Arbitration award
State Voc. Teach.	CT	1,400	Jun-88	9.0				Unscheduled wage reopener & contr. extension
Bridgeport	CT	1,100		7.0	10.0			Unscheduled wage reopener & contr. extension
Philadelphia	PA	1,500	Apr-88	4.0	4.0	5.0	6.0	+900 lump sum on 9/1/88
Baltimore County	MD	6,400	Jun-88	4.0				
Bel Air	MD	1,800	Feb-88	7.0				Scheduled wage reopener
Carrol County	MD	1,500	Feb-88	9.0	8.0			
Toledo	OH	2,600	Jun-88	5.9	5.9	*		
Evansville	IN	1,300	May-88	7.0	4.5			2nd yr. maybe higher depending on revenue
Milwaukee	WI	5,700	Apr-88	4.5				
Wichita	KS	2,900	Jun-88	8.9				One day added to year
Topeka	KS	1,200	Jun-88	4.0	*	*		
Kansas City	KS	1,650	Jun-88	5.8				
Tucson	AZ	3,000	Jun-88	3				Scheduled wage reopener
Beaverton	OR	1,250	Jul-88	5.4	5.4	6		
Chula Vista	CA	2,150	Jun-88	4.3				
October								
Washington Co.	MD	1,100	Aug-88	6.2				
Nashville	TN	4,300	Jul-88	6.8				
Dade County	FL	15,000	Aug-88	9.0	9.0	10		
Marion County	FL	1,750	Aug-88	8.0				Reopener in 2nd yr. of 2 yr. contract
Polk County	FL	3,600	Sep-88	7.4	*	*		
Clay County	FL	1,200	Sep-88	6.3	*	*		
Bay County	FL	1,300	Aug-88	5.0	*			
Tulsa	OK	2,300	Aug-88	*				$1,400 lump sum
Flint	MI		Oct-87	0.0				
Utica	MI	1,200	Sep-88	1.0	5.5	5.5		
Jordan	UT	2,800	Sep-88	0.0				
Phoenix	AZ	1,100	Apr-88	7.8				
Tucson	AZ	1,500	Sep-88	2.5				
Edmonds	WA	1,000		2.7				Scheduled wage reopener; 2 days added to yr.
Salem	Or	1,400	Jul-88	2.5				Reopener in 2nd yr. of 3 yr. contract
Hayward,	CA	1,000		5.0				Reopener in 2nd yr. of 3 yr. contract
November								
Warwick	RI	1,050	Sep-88	5.7	5.7	6.0		
New Rochelle	NY	1,000	Sep-88	6.0	6.0	*		
Newark	NJ	4,200	Aug-88	5.8	5.8			
Orange	FL	5,200	Sep-88	8.0				Reopener in 2nd yr. of 3 yr. contract
Okalocea Co.	FL	1,550	Aug-88	10.0	*	*		
Seminole	FL	2,500	Aug-88	7.5				Reopener in 2nd yr. of 3 yr. contract
Duval	FL	6,400	Sep-88	3.5	7.0			
Cleveland	OH	4,470	Sep-88	6.0	5.0			
Soulx Falls	SD	1,000	Jun-88	8.0				
Clark Co.	NV	5,300	Jun-88	4.6				Scheduled wage reopener
Spokane	WA	1,300	Aug-88	2.1				Reopener in 2nd yr. of 2 yr. contract

AFT Local Union Salary Survey (CWD Data Base)

TABLE IV-3 (Continued)

CWD Issue	State	Per-sonnel	Date Settled	1988 -89	1989 -90	1990 -91	1991 -92	Comments
December								
Providence	RI	1,200	Jun-88	6.0	5.0	5.0		
Patterson	NJ	2,100	Sep-88	8.5	10.5	11.5		
Trenton	NJ	1,200	Sep-88	8.0	10.0	10.0		
Manatee	FL	1,400	Aug-88	7.0	*	*		
Orange County	FL	5,200	Sep-88	8.0				Reopener in 2nd yr. of 3 yr. contract
Lee County	FL	2,400	Oct-88	8.5				Reopener in 2nd yr. of 3 yr. contract
Rockford	IL	1,800	Aug-88	5.6				
Peoria	IL	1,000	Aug-88	4.6	*	*		
Des Moines	IA	2,000	Aug-88	4.6				Reopener in 2nd yr. of 4 yr. contract
Salt Lake City	UT	1,200	Oct-88	2.0				
Davis County	UT	1,900	Aug-88					$240 lump sum
Washoe County	NV	1,850	Oct-88	3.0	*	*		
January, 1989								
Pasco Cointy	FL	1,950	Oct-88	6.0				Reopener in 3rd yr. of 3 yr. contract
Hillsborough	FL	7,000	Aug-88	6.0	*	*		
New Orleans	LA	4,700	Oct-88	7.0				Reopener in 2nd yr. of 3 yr. contract
Boise	ID	1,200						Automatic cost-of-living adjustment
Long Beach	CA	2,800	Nov-88	7.0	3.0	3.0		
Garden Grove	CA	1,800	Jan-04	5.5				
San Diego	CA	1,200	Aug-88	2.5				
February								
Jersey City	NJ	2,600	Jun-88	3.0	4.0	3.0		
Hamilton County	TN	2,300	Nov-88	9.5				Reopener in 2nd yr. of 3 yr. contract
Escambia County	FL	2,500	Sep-66	7.7				Reopener in 2nd yr. of 3 yr. contract
Leon County	FL	1,700	Oct-89	8.0				Reopener in 2nd yr. of 2 yr. contract
Oklahoma City	OK	2,300	Nov-88	4.8	*			
Jefferson Co.	CO	4,050	Dec-66	3.0	3.0	3.0		
Oakland	Ca	4,000	Aug-88	4.0	*	*		
March								
Memphis	TN	2,500	Oct-88	8.3	*	*		
Alachua	FL	1,500	Nov-88	5.5	8.0			Reopener in 2 yr. contr. & extension
Aurora	CO	1,500	Jan-89	3.0				Reopener in 2nd yr. of 3 yr. contract
Cherry Creek	CO	1,600	Dec-88	1.5				
Albuquerque	NM	5,000	Oct-88	2.0	5.0			
Fresno	CA	1,700	Dec-88	5.0				Reopener in 2nd yr. of 3 yr. contract
San Diego	CA	6,700	Nov-88	6.0	*	*	*	Reopeners pegged to state funding
June								
Stamford	CT	1,300	Feb-89	9.6	9.5	*		Arbitration award
Hartford	CT	2,100	Apr-89	8.0	7.5	7.0		Arbitration award
July								
Bridgeport	CT	1,500	Feb-89		5.5	8.5		Arbitration award
Knoxville	TN	3,200	Oct-88	0.0				Reopener in 2nd yr. of 2 yr. contract
Sarasota County	FL	1,800	Feb-89	7.5	*	*		
Akron	OH	1,800	Jan-89	2.8	3.3	4.0		
Milwaukee	WI	5,700	Jan-89		4.0			
Fremont	CA	1,200	Mar-89	4.3				Reopener in 3rd yr. of 3 yr. contract
Mt. Diablo	CA	1,700	Apr-89	6.0	*	*		

TABLE IV-3 (Continued)

CWD Issue School District	State	Per-sonnel	Date Settled	1988 -89	1989 -90	1990 -91	1991 -92	Comments
August								
Chattanooga	TN	1,500	Mar-89	8.6				Reopener in 3rd yr. of 4 yr. contract
Bay County	FL	1,000	Dec-88	4.8	*	*		
St. Louis	MO	3900	Oct-88	5.0				
Los Angeles	CA	30,000	Jun-89	8.0	8.0	8.0		
Average		2,849		5.6	6.0	6.3	6.0	
Number of Contracts				85	28	16	1	

(Average annual adjustment over life of agreement reported August 1988-August 1989 is 5.7 percent)

*Scheduled wage reopening

Source: Bureau of Labor Statistics, Current Wage Developments, August 1988 through August 1989. Months in table refer to issues reporting the wage settlement, not the month of settlement. Salary increases effective after the beginning of the school year are generally listed under the appropriate school year. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

TABLE IV-4

TEACHER CONTRACT ANNUAL PERCENTAGE RAISES 1989-90 TO 1991-92
(Based on August, 1989 to December, 1989 data)

CWD Issue School District	State	Per-sonnel	Date Settled	1989 -90	1990 -91	1991 -92	Comments
August							
Watebury	CT	1,100	May-89	9.0	8.5	8.5	Arbitration award
New Haven	CT	1,200	Jun-89	9.3			Reopener in 2nd yr. of 3 yr. contract
Baltimore County	MD	6,800	Jun-89	4.0			
Washington Co.	ND	1,100	Jun-89	7.0	7.0		
Frederick	MD	1,750	Jun-89	8.0	*	*	
Carroll County	MD	1,500	Jun-89	9.0			Reopener in 2nd yr. of 3 yr. contract
Hartford County	MD	1,800	Jan-89	7.6	*	*	
Memphis	TN	6,500	Jul-89	4.5			Reopener in 2nd yr. of 3 yr. contract
Flint	MI	1,600	Jun-89	3.5	*		
Jefferson	LA	3,400	Apr-89	3.0			
Kansas City	KS	1,600	Mar-89	5.3			
Phoenix	AZ	1,100	Jun-89	3.0			
October							
Nashville	TN	4,800	Aug-89	3.6			
Bay County	FL	1,300	Aug-89	6.0			Reopener in 2nd yr. of 2 yr. contract
Marion	FL	1,850	Aug-89	8.4	*	*	
Bay Co.	FL	1,000	Aug-89	6.0			Reopener in 2nd yr. of 3 yr. contract
Tucson	AZ	1,700	Jul-89	0.0			
November							
Baltimore City	MD	5,700	Aug-89	8.0	8.0	*	
Hamilton Co.	TN	1,300	Jul-89	7.0			Reopener in 2nd yr. of 3 yr. contract
Hillsborough Co.	FL	7,000	Aug-89	7.0			Reopener in 2nd yr. of 3 yr. contract
Clay Co.	FL	1,200	Sep-89	8.0			Reopener in 2nd yr. of 3 yr. contract
Orange Co.	FL	5,200	Sep-89	7.5			Reopener in 3rd yr. of 3 yr. contract
Seminole Co.	FL	2,800	Sep-89	6.0			Reopener in 2nd yr. of 3 yr. contract
Brevard Co.	FL	3,800	Sep-89	7.9			
Sarasota Co.	FL	2,000	Sep-89	7.0			Reopener in 2nd yr. of 3 yr. contract
Okaloosa Co.	FL	1,550	Aug-89	10.8			Reopener in 2nd yr. of 3 yr. contract
Manatee Co.	FL	1,400	Sep-89	8.0			Reopener in 2nd yr. of 3 yr. contract
Polk Co.	FL	3,800	Aug-89	7.3			Reopener in 2nd yr. of 3 yr. contract
Oklahoma City	OK	2,000	Sep-89	4.7			Reopener in 3rd yr. of 3 yr. contract
Tulsa	OK	2,300	Sep-89	3.0			
Columbus	OH	4,500	Jun-89	4.0	5.0	5.0	
South Bend	IN	1,400	Aug-89	5.0	5.0		
Chicago	IL	25,000	Sep-89	5.4			
Warrren	MI	1,000	Jul-89	7.4	6.8	6.8	
Livonia	MI	1,000	Aug-89	7.0	7.0	7.0	
Shawnee Mission	KS	2,000	Aug-89	6.0	2+		2 % ,imi,u, im 2nd yr.--depends on state aid
Omaha	NE	2,759	Jun-89	5.0			
Lincoln	NE		Aug-89	5.2	5.5		
Soulx Falls	SD	1,000	May-89	5.9			

TABLEIV-4 (Continued)

CWD Issue School District	State	Per-sonnel	Date Settled	1989 -90	1990 -91	1991 -92	Comments
Salt Lake City	UT	1,280	Oct-89	4.0			
Tucson	az	3,200	Sep-89	0.0	4.5		
Spokane	WA	1,450	Aug-89	3.0	*	*	
Garden Grove	CA	1,800	Oct-89	7.3			
Hayward	CA	1,000		7.0			Reopener in 3rd yr. of 3 yr. contract
Average		2,966		5.9	6.4	6.8	
Number of Contracts				44	9	4	

(Average annual adjustment over life of agreement reported August 1988- December 1989 is 6.1 percent)

*Scheduled wage reopening

Source: Bureau of Labor Statistics, Current Wage Developments, August 1989 through December 1989. Months in table refer to issues reporting the wage settlement, not the month of settlement. Salary increases effective after the beginning of the school year are generally listed under the appropriate school year. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

TABLE IV-5

PARAPROFESSIONAL AND SCHOOL-RELATED PERSONNEL CONTRACT ANNUAL PERCENTAGE RAISES 1988-89 TO 1990-91
(Based on August 1988 to August 1989 data)

School District	State	Per-sonnel	Date Settled	1988 -89	1989 -90	1990 -91	1991 -92	Comments
Philadelphia	PA	1,500	Apr-88	4.0	5.0	5.0	6.0	Paraprofessionals. clerical
Anne Arundel Co.	MD	1,400	Jun-88	4.0	4.0	4.0		Noninstructional; bus drivers
Towson	MD	1,500	Jul-88	4.0	*			
Palm Beach Co.	FL	2,700	Jun-88	10.0				Reopener in 3 yr. contr.; blue collar
Salem	OR	1,000	Oct-87	2.0	**	**		**2nd and 3rd yr. contingent on CPI
Anne Arundel Co.	MD	1,100	Jul-88	4.0	4.0	4.0		Aides, clerical, technical
Louisville	KY	1,650	Jul-88	3.0				Clerical, paraprofessional; reopener
Jordan	UT	1,400	Sep-88	0.0				Classified employees
New Rochelle	NY		Sep-88	6.0	6.0	*		Wall-to-wallunit with teachers
Baltimore	MD	1,600	Aug-88	8.0	8.0	8.0		Aides and most blue collar
Pinellas Co.	FL	2,000	Sep-88	7.7	*	*		
Orange Co.	FL	5,200	Sep-88	8.0				Reopener in 2 yr. contr.; noninstructional
Okaloosa Co.	FL	1,100	Aug-88	10.0				Reopener in 2 yr. contr.; noninstructional
Palm Beach Co.	FL	1,800	Aug-88	10.0	*	*		Clerical
Compton	CA	1,400	Jul-88	4.1				Unscheduled reopener; noninstructional
Lee County	FL	1,000	Oct-88	7.5				Reopener in 3 yr. contr.; noninstructional
Davis County	UT	1,700	Aug-88					$240 lump sum
Pasco Cointy	FL	1,450	Oct-88	6.0				Aides, bus drivers cafeteria, custodians
New Orleans	LA	1,000	Oct-88	7.0				Reopener in 3 yr. contr.; teacher aides
Hillsborough Co.	FL	2,800	Aug-88	6.0	*			Aides, bus drivers' cafeteria, custodians
Washington	DC	2,500		5.0	5.0			Custodians
Oklahoma City	OK	2,300	Nov-88	4.1	*			Noninstructional
Broward Co.	FL	1,000	Nov-88	7.5	*	*		Clerical
San Diego	CA	1,900	Jan-89	6.0				Operations and support
Sarasota County	FL	1,200	Feb-89	7.6	*	*		Noninstructional
Mount Holly	NJ	1,000	Jul-89	7.5	7.5	7.5		
Los Angeles	CA	15,900	Jun-89	7.5				Reopener in 3 yr. contr.; noninstructional
Average		2,273		6.0	5.6	5.7	6.0	
Number of Contracts				26	7	5	1	

(Average annual adjustment over life of agreement reported August 1988-August 1989 is 6.0 percent)

*Scheduled wage reopening

Source: Bureau of Labor Statistics, Current Wage Developments, August 1988 through August 1980. Months in table refer to issues reporting the wage settlement, not the month of settlement. Salary increases effective after the beginning of the school year are generally listed under the appropriate school year. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

TABLE IV-8

PARAPROFESSIONAL AND SCHOOL-RELATED PERSONNEL CONTRACT ANNUAL PERCENTAGE RAISES 1989-90 TO 1991-92
(Based on August 1989 to December 1989 data)

School District	State	Per-sonnel	Date Settled	1989 -90	1990 -91	1991 -92	1992 -93	Comments
Wichita	KS	1,600	Jun-89	4.2	*			Noninstructional
Palm Beach Co.	FL	4,500	Jul-89	6.0				blue collar and clerical
Duval County	FL	1,200	Jul-89	7.0				Blue-collar
Pinnellas Co.	FL	1,300	Aug-89	7.0				Reopener in 2 yr. contr.; noninstructional
Volusia Co.	GL	1,000	Aug-89	6.5				Reopener in 3rd yr. of contr.; bluecollar
Bay Co.	FL	1,000	Aug-89	6.0				Reopener in 3rd yr. of contr.; noninstructional
Philadelphia	PA	4,200	Sep-89	4.0	5.0	5.0	8.2	Blue collar
Hillsborough Co.	FL	7,000	Aug-89	7.0				Reopener; paraprofessional and clerical
Duval County	FL	1,350	Jun-69	7.0				Reopener in 2 yr. contr.; teacher aides
Brevard County	FL	3,800	Sep-89	6.5				Noninstructional
Sarasota Co.	FL	1,300	Sep-89	3.0				Reopener in 2 yr. contr.; noninstructional
Okalocsa Co.	FL	1,100	Aug-89	10.8				Reopener in 2nd yr. of 3 yr.; noninstructional
Volusia Co.	FL	1,000	Jul-89	6.0	*			Clerical
Palm Beach Co.	FL	3,000	Jul-89	6.0	*	*		Blue collar
Orange Co.	FL	5,000	Sep-89	7.5	*	*		Noninstructional
Chicago	IL	7,600	Sep-89	5.4				Custodians & cafeteria
San Diego	CA	2,000	Aug-89	6.5	*	*		Noninstructional; reopeners based on state aid
Average		2,821		6.3	5.0	5.0		
Number of Contracts				17	1	1		

(Average annual adjustment over life of agreement reported August 1988-December 1989 is 6.3 percent)

*Scheduled wage reopening

Source: Bureau of Labor Statistics, Current Wage Developments, August 1989 through December 1989. Months in table refer to issues reporting the wage settlement, not the month of settlement. Salary increases effective after the beginning of the school year are generally listed under the appropriate school year. Deferred wage increases negotiated under settlements reported in earlier issues of CWD are not included.

APPENDIX A

POPULATION AND ENROLLMENT IN CITIES IN THE DOD DATA BASE

	1980 Pop. Rank	1986 Popu-lation	1980-86 Change (%)	Pupils		1980 Pop. Rank	1986 Popu-lation	1980-86 Change (%)	Pupils
AKRON, OH	58	222,000	-6.4	36,380	LOUISVILLE, KY	49	298,000	-4.0	93,198
ALBUQUERQUE, NM	44	367,000	10.4	82,416	LUBBOCK, TX	77	186,000	5.0	30,934
ANAHEIM, CA	62	241,000	9.7	22,000	MADISON, WI	83	176,000	3.1	21,590
ANCHORAGE, AK	78	235,000	34.7	40,542	MEMPHIS, TN	14	653,000	1.0	107,819
ARLINGTON, TX	93	250,000	54.3	41,500	MIAMI, FL	41	374,000	7.9	253,323
ATLANTA, GA	29	422,000	-0.7	64,409	MILWAUKEE, WI	17	605,000	-4.9	91,648
AURORA, CO	95	218,000	37.5	25,989	MINNEAPOLIS, MN	34	357,000	-3.8	37,484
AUSTIN, TX	42	467,000	25.2	61,402	MOBILE, AL	71	203,000	1.4	68,557
BALTIMORE, MD	10	753,000	-4.3	110,189	MONTGOMERY, AL	76	194,000	9.2	34,632
BATON ROUGE, LA	63	241,000	9.4	57,097	NASHVILLE-DAVIDSO	25	474,000	4.0	66,993
BIRMINGHAM, AL	50	278,000	-3.2	43,167	NEW ORLEANS, LA	21	554,000	-0.6	81,503
BOSTON, MA	20	574,000	1.9	59,223	NEW YORK, NY	1	7,263,000	2.7	939,933
BUFFALO, NY	39	325,000	-9.2	44,778	NEWARK, NJ	46	316,000	-3.9	50,791
CHARLOTTE, NC	47	352,000	7.9	73,965	NORFOLK, VA	55	275,000	2.9	35,863
CHATTANOOGA, TN	86	162,000	-4.3	22,933	OAKLAND, CA	43	357,000	5.2	51,000
CHICAGO, IL	2	3,010,000	0.1	419,537	OKLAHOMA CITY, OK	31	446,000	10.4	40,000
CINCINNATI, OH	32	370,000	-4.1	52,077	OMAHA, NE	48	349,000	1.9	39,386
CLEVELAND, OH	18	536,000	-6.6	71,743	PHILADELPHIA, PA	4	1,643,000	-2.7	189,031
COLORADO SPRINGS,	65	273,000	26.8	30,800	PHOENIX, AZ	9	894,000	13.1	38,648
COLUMBUS, GA	87	180,000	6.3	30,034	PITTSBURGH, PA	30	387,000	-8.6	39,629
COLUMBUS, OH	19	566,000	0.2	65,484	PORTLAND, OR	35	388,000	-2.3	52,996
CORPUS CHRISTI, TX	60	264,000	12.6	39,819	PROVIDENCE, RI	98	157,000	0.3	19,348
DALLAS, TX	7	1,004,000	10.9	130,885	RICHMOND, VA	64	218,000	-0.7	28,025
DAYTON, OH	69	179,000	-7.6	29,005	RIVERSIDE, CA	82	197,000	15.3	25,795
DENVER, CO	24	505,000	2.5	59,439	ROCHESTER, NY	57	236,000	-2.4	32,000
DES MOINES, IA	73	192,000	0.6	30,341	SACRAMENTO, CA	52	324,000	17.3	46,370
DETROIT, MI	6	1,086,000	-9.7	184,977	SALT LAKE CITY, UT	89	158,000	-2.8	24,317
EL PASO, TX	28	492,000	15.6	61,800	SAN ANTONIO, TX	11	914,000	12.8	61,501
FLINT, MI	94	146,000	-8.8	33,717	SAN DIEGO, CA	8	1,015,000	16.0	116,557
FORT LAUDERDALE, F	100	149,000	-3.0	137,366	SAN FRANCISCO, CA	13	749,000	10.3	63,881
FORT WAYNE, IN	79	173,000	-2.6	32,405	SAN JOSE, CA	16	712,000	13.1	29,242
FORT WORTH, TX	33	430,000	11.5	67,191	SANTA ANA, CA	68	237,000	16.1	38,031
GRAND RAPIDS, MI	75	187,000	2.6	24,418	SEATTLE, WA	23	486,000	-1.5	43,765
GREENSBORO, NC	99	177,000	3.7	21,202	SHREVEPORT, LA	66	220,000	6.5	51,815
HONOLULU, HI	36	372,000	1.2	166,139	SPOKANE, WA	81	173,000	0.9	27,000
HOUSTON, TX	5	1,729,000	7.3	191,708	ST. LOUIS, MO	26	426,000	-5.9	43,915
HUNTINGTON BEACH,	84	184,000	7.7	15,655	ST. PAUL, MN	54	264,000	-2.4	32,447
INDIANAPOLIS, IN	12	720,000	2.7	56,375	ST. PETERSBURG, FL	59	239,000	0.3	88,866
JACKSON, MS	70	208,000	2.7	33,000	SYRACUSE, NY	85	161,000	-5.5	22,000
JACKSONVILLE, FL	22	610,000	12.7	104,124	TACOMA, WA	96	159,000	0.3	27,667
JERSEY CITY, NJ	61	219,000	-1.8	31,380	TAMPA, FL	53	278,000	2.2	118,051
KANSAS CITY, KS	92	162,000	0.6	23,239	TOLEDO, OH	40	341,000	-3.9	43,682
KANSAS CITY, MO	27	441,000	-1.5	35,429	TUCSON, AZ	45	359,000	6.0	56,239
KNOXVILLE, TN	74	173,000	-1.0	23,602	TULSA, OK	38	374,000	3.6	42,714
LAS VEGAS, NV	88	192,000	16.3	100,039	VIRGINIA BEACH, VA	56	333,000	27.2	64,510
LEXINGTON-FAYETTE	67	213,000	4.3	31,155	WARREN, MI	91	150,000	-7.0	15,796
LINCOLN, NE	80	183,000	6.5	25,925	WASHINGTON, DC	15	626,000	-1.9	86,296
LITTLE ROCK, AR	97	181,000	1.6	22,198	WICHITA, KS	51	289,000	2.9	43,500
LONG BEACH, CA	37	396,000	9.6	66,253	WORCHESTER, MA	90	158,000	-2.5	20,113
LOS ANGELES, CA	3	3,259,000	9.8	589,311	YONKERS, NY	72	186,000	-4.7	18,664

APPENDIX B

ENROLLMENT FOR 1987-88 IN THE NATION'S LARGEST SCHOOL DISTRICTS

DISTRICT	STATE	ENROLLMENT	DISTRICT	STATE	ENROLLMENT
* New York City	NY	939,933	* Boston	MA	59,223
* Los Angeles	CA	589,311	Mesa	AZ	58,051
* Chicago	IL	419,537	Gwinett Co.	GA	58,047
* Dade Co. (Miami)	FL	253,323	Baton Rouge	LA	57,097
* Houston	TX	191,708	Jefferson	LA	57,070 a
* Philadelphia	PA	189,031	Tucson	AZ	56,239
* Detroit	MI	184,927	* Portland	OR	52,996
Hawaii	HI	166,139	Caddo Parish	LA	52,470
* Broward Co. (Ft. Lauderdale)	FL	137,366	* Cincinnati	OH	52,097
* Dallas	TX	130,885	Greenville Co.	SC	51,682
* Fairfax Co.	VA	127,752	Oakland	CA	51,000 a
* Hillsborough Co.(Tampa Bay)	FL	118,031	* Newark	NJ	50,791
* San Diego	CA	116,557	* Indianapolis	IN	50,437
* Baltimore	MD	110,189	Brevard Co. (Melbourne)	FL	49,562
* Memphis	TN	107,819	Ysleta	TX	49,237
Duval Co.(Jacksonville)	FL	105,049	* Buffalo	NY	48,403
* Prince George's Co.	MD	104,412	San Juan	CA	48,387
* Clark Co. (Las Vegas)	NV	100,027	Sacramento	CA	48,370
* Montgomery Co.	MD	96,271	Northside	TX	45,885
* Jefferson Co. (Louisville)	KY	93,198	Davis Co.	UT	44,994 a
* Jefferson Co.	CO	93,198	* St. Louis	MO	43,915
* Milwaukee	WI	91,648	Toledo	OH	43,682
* Palm Beach	FL	89,944	Wichita	KS	43,500
* Orange Co. (Orlando)	FL	88,878	Birmingham	AL	43,167
* Pinnellas Co.(St. Petersburg)	FL	88,866	Jefferson Co.(Birmingham)	AL	43,167
* Washington	DC	86,206	Charleston Co.	SC	42,501
* Albuquerque	NM	82,416	* Seattle	WA	41,123
* New Orleans	LA	81,503	Volusia Co.	FL	40,829
* Baltimore Co.	MD	81,152	* Anchorage	AK	40,542 a
* Charlotte-Mecklinberg	NC	74,680	Escambia Co.	FL	40,229
Granite Co.(Salt Lake City)	UT	73,419	Forsyth Co.	NC	40,200 a
* Cleveland	OH	71,743	Oklahoma City	OK	40,000
* DeKalb Co.	GA	71,632	Corpus Christi	TX	39,819
Mobile	AL	67,550	* Pittsburgh	PA	39,672
* Fort Worth	TX	67,191	Fulton Co.	GA	39,400
* Nashville	TN	66,993	Omaha	NE	39,386
* Long Beach	CA	66,253	Prince William Co.	VA	39,325
* Columbus	OH	65,464	Seminole Co.	FL	37,634 a
* Virginia Beach	VA	64,510	Minneapolis	MN	37,404 a
Anne Arundel Co.	MD	64,432	Aldine	TX	37,000
* Atlanta	GA	64,409	Akron	OH	36,380 a
* San Francisco	CA	63,881	Kanawha	WV	36,272
Cobb Co.	GA	63,564	Garden Grove	CA	36,118
El Paso	TX	61,800	Norfolk	VA	35,983
* Fresno	CA	61,539	Kansas City	MO	35,429
San Antonio	TX	61,501	Pasadena	TX	34,994
Jordan	UT	61,488	Cumberland Co.	NC	34,763 a
* Polk Co.	FL	61,244	St. Paul	MN	32,447
Wake Co.	NC	59,687	Richardson	TX	32,184
* Denver	CO	59,439	Rochester	NY	32,000 a

*=School Districts in the City & State Data Base
a=Enrollment data for a year other that 1987-88

APPENDIX C

Data Sources

Table I-1

AFT Local Union Teachers Salary Survey, 1988 and 1989 surveys.

Educational Research Service, Salaries Paid Professional Personnel in Public Schools, ERS: Reston, VA, 1988-89 edition.

Department of Defense Wage Fixing Authority, "List of School District Minimums, Maximums and Steps", DOD: Alexandria, VA, May 1989.

Tables I-2 to I-6

Sources are same as in Table I-1.

Tables I-7 and I-8

Salary Data sources are same as in Table I-1.

American Chamber of Commerce Researchers Association,"Intercity Cost of Living Index", ACCRA: Louisville, KY.

Table I-9

U.S. Department of Labor, "Annual Pay Levels in Metropolitan Areas, 1988", news release, September, 1989.

Other sources are the same as in Table I-1.

Table I-10

Nelson, F. Howard, Survey and Analysis of Salary Trends 1989, American Federation of Teachers: Washington, DC, August 1989.

Other sources are the same as in Table I-1.

Tables II-1 to II-4

U.S. Department of Education, Unpublished Data Tabulations (teacher and student data).

Educational Research Service, Salaries Paid Professional Personnel in Public Schools, ERS: Reston, VA, 1988-89 edition. "The Top 50 School Districts", City & State, October 1987, October 1988, and August 1989.

Tables IV-1 through IV-6

U.S. Department of Labor, Current Wage Developments, various issues between August 1986 and December 1988.

ADDITIONAL COPIES CAN
BE PURCHASED FOR $5.00 FROM

AMERICAN
FEDERATION OF
TEACHERS AFL CIO

555 NEW JERSEY AVENUE, NW
WASHINGTON, DC 20001